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Hyphen Projects
Moving careers forward in Life Sciences



MOVING CAREERS FORWARD IN LIFE SCIENCES



Welcome to BCF Career!



About this guide

This career guide is for everyone who is active in Life Sciences, Chemistry, Food & Pharma. This guide contains an overview of top employers that are seeking for new talent.

About BCF Career

Guidelines in your job search and career path are always welcome. Some people know exactly what kind of job they want, others are rather doubting among the multiple options this sector offers. For all people, BCF Career offers excellent services to support your career path: browse jobs, the opportunity to network, search for employers, read inspiring articles about i.e. personal development and sector news, expose your own CV continuously throughout the year, and much more! For more information: www.bcfcareer.nl

[Click here](#) to subscribe for the BCF Career Newsletters.

About BCF Career Event

BCF Career Event is the largest career event for the Life Sciences. It is the meeting place for everyone who is or wants to be active in Bio/Life Sciences, Chemistry, Food or Pharma. BCF Career Event offers you the opportunity to get into direct contact with a broad range of employers in the sector, but also with other organisations that can help you further and empower your career.

BCF Career Event offers you the following editions:

- » **21 May 2026** - BCF Career Event Netherlands - Jaarbeurs Utrecht
- » **26 November 2026** - BCF Career Event Belgium - Flanders Expo Ghent

Visit the [website](#) to discover it all!

About Hyphen Projects

BCF Career is powered by Hyphen Projects. At Hyphen Projects, we pride ourselves on creating and delivering programmes that support talents and companies in Life Sciences to move forward. We help build the next generation of leaders and ventures in biotech by fuelling them with valuable insights, the right connections and the necessary inspiration.

Discover all events we organise throughout the year in our [event calendar](#).

The hidden reasons behind your procrastination

Why you procrastinate on things you really want to do



I believe we all recognize the feeling where you really want to do something, but you can't get yourself to actually do it. There is this project you really care about, maybe you want to start your own business or apply for new opportunities. You may not always see the full path ahead, but you know there are certain steps you can take that will take you closer to where you want to be. And yet, it is such a challenge to sit down and take those steps.

This step you want to take is constantly on your mind. You really WANT to create that change for yourself. But every time you sit down to do it, you find yourself doing other things. You spend hours scrolling mindlessly on social media. Suddenly you notice all the chores around the house you still need to do. Or you find yourself coming up with reasons why now is not the right time, maybe you should wait till you feel more ready. Since procrastination is such a deeply human experience, there is a great number of resources that focus on overcoming this problem. Generally, these articles focus on being more productive, efficient and removing distractions. While I definitely believe there is a place for these productivity hacks as helpful tools in setting up a routine, they fail to address the deeper issues. Procrastination is often not some character flaw to overcome, but rather a way to avoid feeling the deeply uncomfortable feelings that the task or project brings up.

Because procrastination is not laziness. Often, it is a protection mechanism from feeling

intense emotions like fear, anger, frustration and disappointment. We tend to look at procrastination and see it as a sign of laziness, or a lack of motivation. The answer is then to remove distractions as much as possible, to create a routine and stick to it consistently.

But what I notice with lots of clients that struggle with procrastination is that they are not lazy, and they have plenty of motivation. They feel a deep longing for the change they are looking to create for themselves. Often, they are very disciplined in other areas of their lives. They know that they are smart and capable, and able to show up for what matters to them. They are committed to the things that matter to them, and deeply care about doing their best.

It's just that with this particular task or project, they feel a strong resistance every time they sit down for it. The resistance is often not just mental, but physical as well. They may feel a heaviness in their limbs or a pit in their stomach whenever the subject comes up. The task can bring up feelings of panic and frustration. Sometimes, procrastination comes up when you don't have clarity on your goals. When you are not sure on where to put your time and effort, procrastination often kicks in. It is hard to get yourself into action mode when you are not sure what direction to move in, or if you aren't clear on what truly matters to you. While putting off tasks may seem like you are not taking it seriously, I have noticed that the opposite is often true: perhaps you put so much pressure on yourself in that

specific area that it becomes overwhelming. When your sense of self-worth is tied into how well you perform, or on the outcome of your efforts, it can be paralyzing. Your nervous system goes into a freeze response, and out of self-protection it chooses to avoid the task.

Behind procrastination is often a fear of failure and making mistakes. There might be some unprocessed disappointment from the previous times you have tried and failed. When your disappointment is not acknowledged, you can become discouraged over time. Underneath it all is often the most human feelings of all: the fear of not being good enough, of not being worthy of what you deeply want for yourself.

If you grew up experiencing a lot of criticism in your environment, it can become your default to give everything only a little bit of effort. Perhaps you even started seeing it as part of your personality, when really it is a coping strategy. Criticism on your lack of effort is often a lot less painful than criticism on something you put your heart and soul into. When these feelings are not acknowledged and integrated, your mind and body will subconsciously protect you by inventing distractions to ignore the uncomfortable thing you have to do.

Every time you show up for what you want to do, these feelings get triggered, leading to you withdrawing from it. Over time, procrastination often becomes a source of shame and guilt. These feelings make it even more challenging to show up, as they add a new layer of heaviness to the task. The common reaction to procrastination is to either push through and ignore the feelings, or to give up altogether. It can be tempting to force yourself to move forward regardless and bypass the feelings. But the more intense your feelings become, the harder it will be to show

up. Rather than pushing through, exploring and integrating these uncomfortable emotions will help you move forward.

When you feel like you have to push and force yourself to show up for your project, it takes away all the joy and excitement that come with creating positive change for yourself. Rather than feeling motivating and uplifting, your goal will feel like a burden. While force can be a powerful motivator for a short period of time, it is exhausting for your mind and body. It is easy to feel overwhelmed when you continuously push yourself to do something that feels so uncomfortable, while feeling none of the fulfillment that normally comes with moving towards your goals.

When you have the courage to explore your procrastination and the feelings behind it, you can process these feelings in a healthy way. Your project or goal will then feel like a clean slate: there are no longer these intense feelings attached to it. When you no longer feel the need to protect yourself by avoiding these feelings, you can move forward with a lot more ease. Rather than feeling ashamed for your procrastination, you lovingly explore the part of you that feels overwhelmed. You have an honest look into the narrative you have created for yourself around that task or project and learn to calm your nervous system when you feel triggered.

As you gently release the emotions behind that task, you grow your capacity for the discomfort that comes with it. One step at a time, it won't feel so overwhelming anymore.

As the narrative around these tasks changes, you learn to trust yourself more. This gives you the freedom to move forward, one step at a time, towards what you truly want to create for yourself.

Success, failure, and the road to 3.9 billion: Edwin Moses on building biotech giants

Edwin Moses, the former CEO of Ablynx who currently is Chairman at Achilles Therapeutics, Avantium, LabGenius and NanoSyrinx, shares his story.

By Yilmaz Biter

In the examination room at the Kraftfahrt-Bundesamt that day, there was an unusual scene: two instructors—one in the passenger seat, the other observing from the back—watching a candidate whose performance suggested that obtaining a driving licence was at best an academic exercise. The examiner's subsequent assessment was direct, if not entirely encouraging: "You're absolutely hopeless. We'll let you pass because you need the job. But you have to promise us that you won't drive very much in the first few years."

This moment of pragmatic forgiveness would prove decisive. The candidate, a postdoctoral researcher looking for a job at an American biotech company, had faced a simple but fundamental obstacle: the job required a driving licence. After initially failing the test, he had obtained a letter from his university professor urging the authorities to grant an exception to the standard six-month waiting period for a retest. The bureau's decision opened an unexpected door.

The road to success

This story highlights the role of luck and fate, and even more importantly the importance of others opening doors for younger, driven people. But who is the postdoctoral researcher

in this story? Edwin Moses, currently Chairman of Achilles Therapeutics, Avantium, LabGenius and NanoSyrinx and former CEO of Ablynx. "Looking back at some key moments in my career, I realize that they often happened when I was the last choice."

"As a postdoc in Germany, I wanted to stay in the country and find a job, but I wasn't sure what I wanted to do," he continues. "I knew I didn't want to go into academia. Then I came across a job ad for an American biotech company that sold reagents for molecular biology research. It was run by an entrepreneur and operated like an informal network. The job required a PhD, but also fluency in German. My German wasn't great, but I applied anyway. I went through the interview process, and in the end, the American team called me back. I was the only PhD who was open to it—so they hired me."

When Moses was hired, he was sent to the United States for three months of training in sales and molecular biology products. There was only one problem: he needed a driving licence. "I didn't have one, so I took an accelerated driving course in Germany. As you can imagine, Germany has very strict rules and I failed the test. Normally I would have had to wait six months before retaking the test,

but my university professor wrote a letter to the authorities explaining that I needed the licence for my job. They agreed to give me another chance, but on one condition: they put two driving instructors in the car—one in the front seat, one in the back—to make me even more nervous. Somehow I managed to pass."

Creating a talent fostering culture

Culture is critical to success. It's the shared values and behaviours that shape the employee experience and drive performance. A strong culture fosters belonging, engagement and innovation, attracting and retaining talent while improving teamwork and communication. It clarifies expectations, guides decisions and reinforces the company's mission, laying the foundation for growth. According to Edwin Moses, however, success is not just about generating returns for investors and the development of medicines for patients.

How do you define success?

"My favourite achievement is the development of the people I have worked with. There are 13 former Ablynx employees who have become CEOs. I believe we created an environment where people could learn, where they could be ambitious and think they could do it themselves. When we were bought by Sanofi, people came up to me and said they had just had the best 10 years of their lives. Work doesn't stop at the office door, it's a critical part of your life."

What is the biggest challenge you have seen in leadership?

"Convincing fellow leaders of the need to nurture the culture, because often they don't believe in it. Very often you have C-suite members who see it as a waste of time. You have to convince them as well. Not just get

them to do it, but be enthusiastic about being part of it. People would also tell me: 'You don't go home at 10 pm from the parties, other C-suite would leave early'. Your people are picking up on all these signals. That is the biggest challenge: to get the rest of the senior management team on board and committed to investing in the culture and people."

As a first-time CEO, you will make inevitable mistakes. What lessons do you have for first time CEOs?

"Very often the mistake is not changing key people or board members as quickly as you should. I think that is a very common mistake. It remains difficult, because letting people go – whether employees or board members – is never easy. But too often we underestimate the damage that can be done by having the wrong person in a critical role at a critical time. This is especially true when a business is evolving rapidly. Someone may be perfect for one stage of the company's growth, but not for the next. Looking back, it's probably the area where I have made the biggest mistakes."

Success breeds success

Belgium's thriving biotech sector owes much of its success to the Flanders Institute for Biotechnology (VIB), a research organization that bridges the gap between scientific discovery and commercial viability. This highly structured institute has nurtured groundbreaking innovations, such as Ablynx's Nanobody technology, providing crucial support during the precarious early stages. "The key differentiator in Belgium is the VIB. It consists of a few thousand people. Take Ablynx's Nanobody technology as an example. When it was first discovered, no one wanted to fund it, but the VIB kept it alive until investors came on board. In terms of intellectual capacity, they are on a par with Harvard and Yale. They also attract a significant number

of international scientists to Belgium. I think they make a real difference, but they keep a relatively low profile.'

While there may be some truth in the European paradox – the idea that Europe excels at research but struggles to translate it into commercial success – Belgium, and the Benelux region in particular, is a notable exception. "I think that idea is true for Europe as a whole but if you look at the Benelux with companies like Argenx, Genmab and formerly Ablynx, then compared with other European areas the Benelux biotech scene is quite outstanding, creating multi-billions of Euros in value and new, innovative medicines to benefit patients."

If Ablynx had never existed, neither would Argenx, which has now grown into a \$39 billion company. The three key people who started Argenx came from Ablynx. "When they went to the United States to raise money, they could point to Ablynx and say: 'Well, you know Ablynx from Ghent? We are from Ghent too'. When I first went to the USA on behalf of Ablynx, people asked me where Belgium was and if it was part of France? The American investors are not stupid people, of course, but they weren't familiar with the country or the Flanders region. But then they started to see the success at Ablynx and so when the next people come from the region and tried to raise money, it became easier."

What is it like to be stepping down after the sale of Ablynx to Sanofi for 3.9 billion euros?

"As a person, it is a huge shock to the system. You go from thinking 100 per cent about the company to not having to do it at all. The first few weeks were very strange. It took me a couple of months to get over that feeling. I was happy with the outcome and I think it was

good for the people. I thought about doing other CEO jobs, but it was more appropriate to do non-executive jobs. So that was what I was looking for."

What is a book that you would recommend to the readers?

"Catch-22 by Joseph Heller. It's a book about American forces getting themselves into absurd situations, at one point even bombing their own airfield. At the centre of the story is a complex protagonist who finds himself in impossible dilemmas. The novel revolves around the concept of the Catch-22, a paradoxical problem with no clear solution. This theme runs through the whole book. It's a long story, full of irony. It's incredibly funny, but it makes you think about problems that seem unsolvable – problems where the only way out is to do something completely irrational."

Do the situations in the book relate to your experience as a biotech entrepreneur?

"Yes, I think the book is about living with ambiguity which is also the essence of biotech. In biotech, there are always a hundred things happening at once – constantly changing and evolving. You have to be able to constantly adapt and understand that there's never a perfect solution but that standing still is not an option."

Turning optimism into reality

The biotech world is filled with promising ideas, but what separates those who succeed from those who don't? "It's the entrepreneurial spirit: a blend of proactive planning, relentless execution, and the mental fortitude to persevere through setbacks. I think that a real entrepreneur is someone who has a deep sense of optimism and who has the ability to turn that optimism into reality. It's one thing to be hopeful, but you have to take action – you



have to create a plan and follow it through and take people with you. I know from my own experience that setbacks are inevitable. The journey is never smooth. You have to be able to rise, fall, and recover."

"For me, it's about having the attitude that if something goes wrong, you go home, have a glass of wine and come back the next day ready to start again with a new idea", Edwin Moses emphasises. "That kind of perseverance – something Onno van der Stolpe, formerly the CEO of Galapagos, demonstrated time and again – is, I believe, the defining characteristic of any great entrepreneur."

Rather than having formal mentors, Moses has learned by observation. He recounts how he used to work in Rome for Giovanni Cozzone, an Italian CEO known for his high energy and getting things done. "Cozzone instilled a sense of urgency: if an idea was good, it had to be acted on immediately. This lesson has stayed with me and shaped my approach to business. I encourage organisations to seize opportunities rather than overthink and delay action. Waiting too long can cause a great idea to lose momentum or relevance."

Biotech financing has evolved significantly, with Series A funding rounds of \$100 million

“For me, it’s about having the attitude that if something goes wrong, you go home, have a glass of wine and come back the next day ready to start again with a new idea”



becoming more common. The IPO process has also changed. Previously, roadshows required CEOs to travel extensively, presenting to investors in different regions. “Fundraising has also changed. So if you do an IPO now, you can do at least part of it from your screen. In the days when I did an IPO, you would get on a plane and travel around and do a roadshow. It felt pretty tough, I have to admit, because you would do it in Europe and then you would go to the East Coast and the West Coast. It was physically exhausting.

“I’ve now spoken with CEOs who have done virtual roadshows, and they’re significantly more challenging”, he continues. “You go through ten back-to-back meetings, starting at 9 AM in Europe and continuing into the United States, late into the evening, with no breaks. You don’t get that taxi ride between meetings to debrief with colleagues and reflect on how it went. Instead, you move directly from one meeting to the next, with no real transition. It’s a two-dimensional experience: flat and emotionally draining. I initially thought it would be easier since there was no travel involved, but in reality, it’s mentally far more demanding. I think people will increasingly revert to physical meetings again where possible.”

A classic biotech story

Edwin Moses’ association with Avantium spans two decades. He was Chairman from 2001 to 2005, a period during which the company shifted its focus to pharmaceuticals. After a break, he returned to the chair five years ago. “So when they needed a new Chairman, a key investor at the time, Sofinnova Partners who I’d known for years, approached me to see if I’d be interested to become involved again. And of course, I already knew Tom the CEO from those earlier days, so there was that connection as well. Why would they be interested in me? I think there are a lot of similarities between Avantium and a biotech company.”

Although focused now on green chemistry rather than biotech, Avantium shares many characteristics. “The key difference is in proving the technology. In biotech, you prove efficacy through clinical trials – you raise money to fund the trials and then prove that the drug works. Investors in pharmaceuticals understand this model. In green chemistry, however, proof of concept means something different. You don’t run a clinical trial: you build a factory. You have to show that you can produce 5,000 tonnes a year at a viable cost, say \$10 a kilo. Once you do that, chemical companies believe in the scalability of the process. If you can make 5,000 tonnes,

then 100,000 tonnes is achievable, and this becomes a commercially viable way of making plastics or other materials. So while the proof of principle is different, the funding challenges, the need for entrepreneurship and the ability to sell a compelling vision are very similar.”

Edwin Moses explains why he accepted a board position at NanoSyrinx, despite often turning down such opportunities. His decision was driven by two factors: his familiarity with the investors and his excitement about the science. The CEO of NanoSyrinx is a first-time CEO transitioning from academia, which presents particular opportunities and challenges. It is, to speak in his words, ‘a classic biotech story’. The company recently secured a £10 million funding round to advance its Nanosyringe technology, which enables precise drug delivery into cells.

“What’s exciting is that this system can be engineered for therapeutic use”, Moses explains. “You can load the container with a chosen drug or protein, modify the arms to specifically target liver cells, heart cells or other tissues, and then produce billions of these tiny delivery systems. It’s an elegant way of harnessing nature’s own mechanisms for targeted drug delivery into cells, which has enormous potential in therapeutics.”



CLS Services operates differently from the average recruitment agency

Romana: *“They matched me with a job of which I would never think about in the first place. It turned out to be a dream job that fits my strengths, skills and personality perfectly.”*

At CLS, we want our candidates to be happy at work and help them build their careers through personal development. Similarly, we are keen to offer our clients excellent candidates, so their business can run smoothly and they need not worry about vacancies.

Challenging. Demanding. Stimulating. Relevant. That’s working in chemistry and life sciences. The right environment for substantially motivated and ambitious professionals who like to tackle complex issues and improve their personal and professional development.

Fair treatment

“When people are happy, so are we. We aim to provide the best options for our clients, candidates, and employees.” Jan Paul Favier, co-founder and co-owner of CLS Services, is unequivocal about the company’s motivation: “We strive to do things right. At CLS, we don’t work with rigid targets. This ensures that people genuinely choose the company, the role, and for us. Our focus is on creating a work environment we would want for ourselves –

one that fosters enjoyment. We always advise people to find a job they are enthusiastic about and enjoy, and be realistic at the same time.”

Floris: *“At a time when the job market is becoming increasingly transactional, CLS’s human approach is truly refreshing. They take good care of their employees and take the initiative in doing so.”*

Welcome at CLS

CLS Services specialises in recruitment, executive search and secondment of functional specialists and managers at B.Sc., M.Sc. or Ph.D. level. At CLS Services we all have a professional background in Chemistry or Life Sciences. That is why we know exactly what talents and clients are going through.

René Kemps, co-founder and co-owner of CLS Services: “We prefer long term partnerships that align with our promise: Dedicated to Excellence. With our feet firmly in the worlds of food, medicine, industry, environment, diagnostics, sustainability, energy and agriculture, we understand your business inside out, too. Some of our clients have been with us for 20 years. These are major companies in the Netherlands, which speaks volume.”



Miranda: *“CLS is the only agency I am working with that plans a yearly site visit and calls me now and then, apart from formal performance evaluations. They care about their employees and their clients, that shows.”*

Suitable candidates

René continues: “Challenge us with a niche vacancy. We gladly accept the challenge of filling niche vacancies—it keeps us sharp. We will return with a carefully selected shortlist of suitable candidates from our network. Consider us an additional recruiter rather than a competitor to an organisation’s in-house recruitment team. When it comes to those hard-to-fill niche roles, that’s where we excel!”

Sander: *“CLS has always been there for me—first as an employee and now as a R&D Excellence & Quality Manager. I can engage in open discussions with them, they actively contribute ideas, and they possess a deep understanding of the job market.”*

Discover opportunities

How to create the perfect match? Connect with us. We will discover what makes you both happy: candidate and client. We like to get to know you best before we introduce one to another: what team and culture would fit in, what skills are needed for the certain role? Candidates always have a personal in-depth interview. Keeping their qualities, personality and expertise in mind, we then think of which positions are available that could match those. Finding the right fit for candidates and clients. That is how we roll: Dedicated to Excellence.



First-Generation Students and the Hidden Challenges of University

By Charisma Hehakaya



If you don't have a laptop, studying becomes difficult. If you don't realize that education costs more than just tuition fees, you may be caught off guard by unexpected expenses. If you don't fully master the language, writing a motivation letter isn't easy. In an environment where going to university is not a given, intrinsic motivation often awakens only once you finally sit in a lecture hall.

A First-generation student has no one in their immediate surroundings who has attended university before. Some come from stable families whose parents encourage and support them wholeheartedly. Others grow up in less stable households, without financial backing or access to helpful social networks. Some live in areas where universities are literally far away—whether that means a remote village, rural area, city, or even another country.

These students bring with them a wealth of diversity—in ethnicity, skin color, gender, and social class. Yet they all share one experience: if you don't know what to expect when you start university, you are bound to encounter many surprises along the way.

At university, I soon discovered many unwritten rules. Studying isn't just about absorbing knowledge; it's also about understanding how to study a program. Each program has its own culture, norms, and expectations: how to participate in lectures, how to ask questions, how to present yourself, and even how to afford the tools needed for success, like a laptop or housing near campus. For many of my classmates, these things were normal. For me, they were not.

I grew up bilingual—Dutch at school, Malay at home. Because of that, I struggled with Dutch, and my English was almost nonexistent. Finding the right words was hard, and understanding academic texts was even harder. I took extra classes in Dutch, English, presenting, and academic writing and reading. I learned that repetition helps and that learning takes time.

Universities organize open days, but that doesn't automatically make them open to everyone. Once you earn your high school diploma, you can apply for a selective program, such as medicine. Since the shift from a lottery-based system to selection-based admissions, student populations in

such programs have become less diverse. This is striking because, especially in fields like medicine, it's crucial that future doctors reflect the society they will serve. Yet most medical students today come from families with higher socioeconomic backgrounds. Many of them receive early encouragement, private tutoring, or expensive coaching to help them succeed in selection procedures. For students who can't afford such support—or don't even know it exists—the threshold is much higher.

Educational institutions may decide for themselves how to select students, as long as they use at least two different methods. But if the criteria reward knowledge that only privileged students are likely to possess—such as familiarity with the healthcare system—they unintentionally exclude others. First-generation students are rarely in a position to prepare years in advance. Research has already shown that it's essential to consider the social and cultural background of applicants when assessing their potential.

What did being a first-generation student ultimately teach me? Not to compare myself with others. I learned to bridge the gap between people with and without

academic backgrounds, and between theory and practice. I saw the same in other first-generation students: they become connectors. I discovered that language is a key to progress and that asking for help is a strength.

Equal opportunity is a social issue that universities can address. They can provide more targeted support to students from non-academic or low-income backgrounds—and make that support visible and easy to access. For many first-generation students, feeling at home at university is anything but obvious. They often feel caught between two worlds: home and academia. Hearing that others share those feelings helped me feel less like an outsider. This is where role models matter most. And when role models are absent, it becomes even more important for teachers to make universities truly inclusive spaces. Support for "soft skills," like finding housing or coping with setbacks, can be invaluable. Sharing experiences helps identify what students truly need. Financial support is also crucial.

When you're young and impressionable, hearing something from an authority figure can easily shape your self-image—especially



FIGON Dutch Medicines Days and Leiden Drug Development Conference (LDDC) join forces in 2026!

On 7–8 October 2026, these two established platforms in pharmaceutical science and drug development will come together at the CORPUS Congress Centre in Leiden for a single, integrated event, reflecting a shared commitment to advancing science and improving healthcare. This year's edition, themed "Innovate. Translate. Cure.", will bring together professionals from academia, industry, and policy to explore the latest developments in drug innovation and healthcare.



Put Your Company in the Spotlight

Companies are invited to take part in the programme and gain visibility across the pharmaceutical sciences. Present your work with an Industry Innovation Speaking Slots, or showcase your brand with our variety of exhibition and sponsorship opportunities.



Present Your Research

Are you involved in research in the field of drug development and drug use? Present your research, projects, and findings to a large audience of your peers and further stakeholders at the FIGON-LDDC Dutch Medicines Days! We invite you to submit an abstract for consideration for the next edition via our website.

7-8 OCTOBER 2026
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in an unfamiliar environment. But that unfamiliar world is also a source of strength. First-generation students are pioneers who, through sheer determination, bridge divides and connect social groups. They excel at translating theory into practice. They are the bridge builders between worlds—people our society urgently needs in times of growing inequality and social tension.

Charisma Hehakaya is a scientist, writer, and assistant professor at the Global Public Health team, Julius Center of UMC Utrecht. She is committed to improving accessibility in the public domain and promoting health among at-risk groups.



LEIDEN DRUG DEVELOPMENT CONFERENCE



Taking good care of people

Taking good care of people

Camilla De Toterò is working for CLS Services, in her role as Assistant Manager Regulatory Affairs for Unilever International. When she started in 2021 it was a temporary position, because it was a new role that she could shape together with her line manager. The main focus is regulatory compliance as products will be introduced in new markets.

How did you meet CLS?

Purely coincidence. I was applying for jobs when I noticed a vacancy. I checked their website and applied. As from the very start they made me feel comfortable and were honestly interested in my background and career ambitions. CLS presented my profile to Unilever and after some meetings I got hired for the job.

Extra efforts

Since the start at Unilever, I have worked 100% remotely from Italy. I started in 2021 during COVID and after that, my line manager agreed on my request to stay working remotely. CLS has been putting extra efforts into making it work for me. They had to make financial investments to make sure I stayed an Italian resident and could live with my family. It also means they have to align with Dutch and Italian policies and regulatory. At the time I was pregnant f.e., they had to align with the

Italian maternity leave of 5 months. I never heard them talking about costs, they were just very happy for me to become a mother.

How does CLS help you in your career development?

They are good listeners and coach me whenever necessary. What I truly like is that they are interested in my wellbeing. I can openly discuss my career ambitions with CLS, and they are willing to guide and support me in exploring new options for my professional growth.

I truly value their flexibility and the importance they place on work-life balance, which makes them a great agency to collaborate with. "Taking good care of their people is not just a quote, they actually do so."

About CLS Services

CLS Services provides recruitment services for companies, multinationals as well as smaller and more specialised companies, who are active in the field of chemistry, pharmaceuticals, biotechnology, food and feed. We also place employees at companies via secondment. Since April 2026, CLS Services and MY Recruitment joined forces to strengthen market position in (inter)national recruitment, selection, and secondment within Life Sciences and more.



Camilla De Toterò



European Medicines Agency: build a career with impact, purpose and growth



When you imagine the next step in your career, what do you think of first: scientific excellence, meaningful public impact, international collaboration, or opportunities to grow?



At the European Medicines Agency (EMA), you don't have to choose. Here, all these elements come together to create a career that is both professionally rewarding and personally meaningful. EMA is at the heart of public health in the European Union. Our mission is clear and compelling: to evaluate and supervise medicines for human and veterinary use to ensure they are safe and effective for people and animals across Europe. The outcome of your work has the potential to influence the lives of millions of people. For talented professionals driven by purpose, EMA offers a uniquely impactful place to build a career.

A multidisciplinary agency with opportunities across the scientific spectrum

EMA brings together experts from many fields: regulatory science, pharmacology, biology, chemistry, epidemiology, data science, veterinary science, clinical research and more. We work closely with national authorities, researchers, industry and patient organisations, providing a dynamic environment where scientific debate and collaborative thinking thrive.

Roles at EMA cover many aspects in the lifecycle of medicines, including

- » Scientific assessment and product evaluation
- » Safety monitoring and risk management
- » Advanced therapies and innovation support
- » Data analytics and regulatory science
- » Veterinary medicines and One Health initiatives
- » Digital transformation and AI-driven regulatory approaches

For early career scientists, EMA offers exposure to advanced methodologies, diverse therapeutic areas and complex scientific questions. For experienced professionals, EMA provides the opportunity to shape regulatory science at European level and contribute to decisions with public health impact.

Work that matters: making a difference every day

Working at EMA means contributing directly to public trust in medicines. Our scientific committees and multidisciplinary teams assess evidence rigorously, make informed recommendations and act quickly in the interest of patients. Whether it is advancing treatments for rare diseases, supporting innovation in advanced therapies, reinforcing preparedness for health emergencies, or

ensuring access to high quality medicines across Europe, our staff know that their work matters. This sense of purpose is one of the most valued aspects of EMA's culture, consistently highlighted by employees across the Agency.

An international, collaborative environment

EMA is headquartered in Amsterdam, one of Europe's most vibrant and international cities. Our staff represent all EU and EEA countries and bring diverse cultural and professional backgrounds. English is our working language, and collaboration is at the core of how we operate.

Working at EMA means collaborating with colleagues across the Agency, but also with:

- » EU national competent authorities,
- » academic experts,
- » international regulators,
- » patient and healthcare professional organisations,
- » global scientific networks.

This creates a stimulating, intellectually rich workplace where learning never stops and every project broadens your perspective.

A strong focus on development and lifelong learning

At EMA, your development is a priority. We provide:

- » Structured learning programmes tailored to scientific, regulatory, and transversal competencies.
- » Support for continuous professional development, conferences, and specialist training.
- » Opportunities for mobility within the Agency and across EU institutions.
- » Mentoring schemes, interagency exchanges, and job shadowing opportunities.

Whether you aim to deepen scientific expertise, broaden your skills and knowledge or develop new skills in regulatory science or digital innovation, EMA supports your path.

A workplace designed for people

We understand that meaningful work must be balanced with wellbeing. EMA promotes a culture of respect, flexibility, and inclusion.

We offer:

- » Hybrid working arrangements
- » Attractive benefits and competitive European institution conditions
- » A supportive environment for families

“Working at EMA means contributing directly to public trust in medicines”

- relocating to the Netherlands
- » A modern, sustainable workplace
- » Strong emphasis on mental health and work–life balance

We believe that people thrive when they feel supported - not only as professionals, but also as individuals.

Join a mission that shapes healthcare in Europe

Whether you are a scientist, a regulatory professional, or an IT, communications, HR or project management professional eager to contribute to public health, EMA offers a career where your expertise has real significance. You will engage with cutting edge science, collaborate with leading experts and help ensure that millions of citizens have access to safe and effective medicines.

At EMA, you won't just find a job. You'll find a mission of working for every patient in Europe. If you want to work where science meets purpose, where your contribution has Europe-wide impact, and where your professional growth is supported every step of the way, come meet us at the BCF Career Event. We look forward to speaking with you about how you can shape the future of public health with us.



Working for every patient in Europe



Working at EMA, you can make a difference in **protecting the health of every individual and animal in the European Union.**

With your expertise, you are part of a diverse, multicultural, and supportive team of over 1000 talented and highly committed colleagues.

You work at the **heart of medicines evaluation and regulation within Europe**, while enjoying attractive benefits, a healthy work-life balance and opportunities for professional growth and development.

Apply now:
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Crossroads in career: True to Science, Open to Opportunity



www.hyphenprojects.nl/bbss

What BioBusiness Summer School taught me about transitioning to industry

By Arti Tyagi

A year ago, I probably would have found it hard to imagine a world where my day would be less about capturing image stacks and more about stacked calendars. Yet here I was—a freshly minted postdoc who had stepped out of academia's familiar chaos into the vast, varied world of industry. And judging by the crowd at Hyphen Project's BioBusiness Summer School 2025, I wasn't alone. The room brimmed with PhDs and postdocs plotting their own moves beyond the bench, CVs ready and LinkedIn pages gleaming.

The "great migration" from academia to industry isn't just a trend anymore—it's practically a rite of passage. Some are drawn to startups where one person wears five hats; others prefer the stability and reach of big pharma. And many simply wonder: what happens when you take a scientist out of the lab but not the science out of the scientist?

What I've learned—through my own leap and from the stories around me—is that no two transitions look the same. Some use postdoc years as a springboard; others skip it altogether. Startups often value versatile academic skill sets, while larger companies increasingly appreciate analytical agility and persistence—qualities honed by research life itself.

So, whether you dream of launching a biotech

startup or joining a global firm, this is my perspective as a former postdoc: a candid snapshot of that uneasy, exciting space between science and business—and how one program helped make sense of it.

The BioBusiness Summer School: Learning the Language of Industry

When a former colleague recommended the BioBusiness Summer School in the Netherlands, I went in with modest expectations. I imagined it as another entrepreneurial boot camp, but it turned out to be a compact masterclass on how life sciences and business intersect. In five intensive days, we covered everything from IP and venture capital to regulatory affairs, business models, program management, and personal branding. More importantly, it offered unflinching insight into what it truly takes to move from academia to industry.

Lessons from the Frontlines

The first lesson? It's not you—it's the market. Understanding macroeconomic currents matters. When ECB interest rates rose post 2022, funding dried up, hiring slowed, and competition stiffened. You can excel technically, but if you ignore market realities, frustration follows.

Second, not all "obvious" transitions are straightforward. Writing and communication

roles attract many academics but are often oversaturated. Knowing the nuances between a medical writer, technical writer, or science editor can make or break your strategy.

Preparation emerged as another recurring theme—especially for internationals facing visa and cultural barriers. One speaker's advice stuck with me: build it before you need to bank on it. Networking, learning, and developing "power skills" (as opposed to "soft skills")—communication, adaptability, and self awareness—pay long term dividends in any industrial role.

Balancing Freedom and Structure

A memorable session by the CTO of Single Cell Discoveries focused on generational dynamics in the workplace. Managing millennials and Gen Z, he said, means balancing freedom and responsibility. His hiring philosophy—choose character and aptitude over experience—was refreshingly pragmatic, especially for startups or scale ups. As postdocs, we often underestimate the edge our curiosity and rapid learning provide. Still, bridging communication gaps across generations remains vital to effective teamwork.

Pathways Beyond the Bench

What inspired me most were the diverse transition stories. One alumnus shared how he started as a part time business developer, leveraging his academic network until he moved full time. Others pursued academic consultancy, partnering with TTOs to broker

public private collaborations. These examples showed there's no single "right" way out of academia—only creative, well timed entries. Entrepreneurship, too, wore many faces. Some started companies out of passion, others out of sheer frustration. Whatever the motivation, aligning vision with sustainability was the common thread.

The Science of Staying Relevant

The week closed with a keynote from Jaan Winkel, CEO of Genmab, whose story tied it all together. He spoke of two scientist archetypes: the curiosity driven and the application driven. The latter, he said, often thrive in biotech or pharma, where discoveries turn tangible faster. His emphasis on evolution—adapting as Genmab moved from research to commercialization—felt especially relevant for anyone reinventing themselves. Despite leading a global organization, his message stayed grounded: success comes from sharp focus and a genuine commitment to improving patient lives.

My Takeaway

Leaving academia isn't merely about changing jobs—it's a mindset shift. The BioBusiness Summer School turned an intimidating unknown into a map of opportunities built on adaptability, collaboration, and purpose. It reminded me that while we may leave the bench, the habits that make us scientists—resilience, curiosity, and critical thinking—are precisely what help us thrive beyond it.

Using AI as Your Interview Coach Without Losing Your Direction

By Jenny Campos



You've probably heard it already: use AI to prepare for your interviews. And it's good advice. AI has become one of the most accessible preparation tools for professionals entering the job market. It can simulate interview questions, help structure your answers, and provide feedback on how you communicate your experience. Used well, it can make you feel more prepared and more confident. But there's something important that often gets overlooked: AI can improve your answers, it cannot decide your direction. And that difference matters more than you think.

When Preparation Doesn't Lead to Clarity

Many early-career professionals in life science follow a similar path. You study, gain experience where you can, and start applying for roles that match your background. When interviews come up, you prepare: researching the company, reviewing questions, and refining your answers.

On paper, everything looks right. Yet in the interview, something can feel off. Your answers are correct, but not always convincing. You can explain what you've done, but not always where you want to go next.

At this stage, it's normal to explore broadly. Different roles look interesting, and keeping options open feels like the right strategy. But interviews are not designed to reward exploration. They are designed to support a decision.

What the Interviewer Is Really Deciding

Behind every interview, there is a simple question: Why is this person the right one for this role - right now?

And more specifically: Can this person solve the challenges we have? Do they understand what this role requires? Is there a clear connection between their background and our needs?

It's not only about having relevant skills. It's about showing relevance in context. You might have strong knowledge and experience. But if the interviewer cannot clearly see how you would contribute to their challenges, doubt remains. And doubt rarely leads to an offer.

What AI Does Really Well

AI can support interview preparation in practical ways. It can generate interview questions, help you structure answers, and turn scattered experiences into clear stories. For many candidates, one challenge is translating academic or internship experience into language that resonates in industry. AI can help bridge that gap. It can also highlight gaps. Showing where your answers are too general or missing concrete examples. All of this strengthens your preparation. But it doesn't automatically make your answers more convincing.

Where AI Reaches Its Limit

AI works with what you give it. If your input is unclear, your output will be too. If you are applying to different roles without a clear direction, AI will help you prepare for all of them equally well. AI does not ask: "Does this role actually fit you?" "Do you understand what the company needs?" "Is your story aligned with this direction?" It assumes you already know. This is how candidates become well prepared, yet still leave interviewers unconvinced. Because the missing piece is not better wording. It is clearer alignment.

Strong Answers Come from Clearer Alignment

Alignment operates on two levels. First, your own direction. What are you building towards? What kind of work fits you? Second, the relationship between you and the role. Why does this position make sense for you? And why should it make sense for them?

This is where many answers fall short

Candidates explain their experience, but don't fully connect it to the role. They describe what they have done, but not how that translates into value. When alignment is clear, your answers shift. You don't just describe tasks. You show your contribution. You don't just explain your background. You make it relevant to their challenges.

And that is what allows an interviewer to move from: "This is a strong candidate" to "This is the right person for this role."

How to Use AI Without Losing Your Direction

To get the most out of AI, use it as a support tool. Not a substitute for your thinking. Start with your own perspective. Write rough answers before asking AI to refine them. Use AI to clarify your message, not to choose your direction. Let it help you make your strengths visible and your examples concrete, but keep ownership of your decisions.

You can also ask AI to challenge your answers: What is unclear? Where does this sound generic? What is missing for this role? Finally, connect your answers to the company's needs, not just your own experience.

One Question to Take With You

AI can help you prepare better answers. But before your next interview, ask yourself: If I were the interviewer, would I clearly see why I am the right person to solve their problem - now? Because that is the decision being made. And the clearer that answer is, for you, and for them, the stronger your position becomes.

From a bold idea to a thriving biotech:

a conversation with the CEO of Argenx

Behind one of Europe's most successful biotech companies stands a story of perseverance and relentless belief in impact. As co-founder and CEO of Argenx, Tim Van Hauwermeiren has navigated the company from a bold idea with no data to global success. We asked him some questions about his career path, the realities of building a biotech company, and the lessons he believes are essential for scientists looking to move beyond academia.



Q: To start, could you tell us a bit about the person behind the CEO of Argenx? How do you relax outside of work?

A: First, there is very limited time outside the role. When you try to run a company like Argenx, and you want to do it well, it's all-consuming. That said, one thing I learned, and advice I received from other CEOs, is that it's extremely important to stay fit. With the limited time you have, of course you invest in your family and friends, but it is also crucial to remain fit. In my case, I'm an avid cyclist. I really enjoy cycling, either alone or in a team, on a race road bike. Staying physically fit is important, but so is staying mentally fit. You need to be able to re-energize, refresh, and maintain clarity amid all the daily noise.

Q: Can you briefly share your career path before Argenx? Was there a pivotal decision that shaped your trajectory more than you realized at the time?

A: I'm not a big believer in planning career paths. If you look at my career, it actually

zigzags quite a bit, which has given me a broad foundation to lean on. Reflecting on my career, there is however a clear pattern. I consistently made decisions based on people, specifically whom I could learn from.

I studied Bioengineering at Ghent University and had a close relationship with Professor Willy Verstraete. He was an entrepreneur, innovator, and incredibly energizing person. Subsequently, I undertook several internships with the intention of transitioning into industry. I chose Procter & Gamble (P&G) as my first employer, primarily because I wanted to be close to Jean Wevers, an entrepreneur there who was an innovator and builder of new businesses.

Upon leaving P&G, I was determined to establish my own company and return to the biotechnology sector. This ambition led me to join Ablynx, where I worked alongside its founding CEO, Mark Vaeck, who was also a true entrepreneur.

Q: You co-founded Argenx in 2008 with Hans

de Haard and Torsten Dreyer, whom you worked with at Ablynx. When did the idea first take shape, and what convinced you the science and business were strong enough?

A: The idea for the company emerged at a very early stage. In 2007, while still employed at Ablynx, I completed an Executive MBA driven by a clear ambition to establish my own company. The program allowed me to address gaps in my knowledge, particularly in the areas of accounting and finance. At that time, I had been working closely with Hans and Torsten for more than five years at Ablynx and was actively looking for a business idea. Hans had been developing an idea for some time, although it had not yet generated much interest.

That is where the magic happened. At a certain point, Hans and I decided to join forces, invite Torsten, and jump into business together. Bringing three people together who knew each other extremely well proved to be crucial. One of the main reasons early-stage ventures fail is founder misalignment. Having

already worked with Hans and Torsten during very challenging times at Ablynx, I knew how they performed under pressure. Their skills were complementary to mine, and that gave me a high degree of confidence. The idea itself was very early. In fact, we raised seed financing in 2008 without a single data point. Looking back, that was probably a bit bold.

Q: What were the biggest challenges in the early days? Were there moments when you thought the company might not make it?

A: Absolutely, there were many such moments of uncertainty. And that is an important message to share. Hindsight is nice, but when you're in the middle of it, it takes enormous persistence and perseverance. Whether you like it or not, as a CEO of an early-stage company you are in a financing rat race. You may carry the title of CEO, but all you are doing is looking for money. In the beginning, it was extremely tough. We relied on borrowed equipment and persistent appeals for support. It was pure survival mode. The company was constantly racing to secure sufficient funding.

Although our initial public offering (IPO) on Euronext in 2014 provided temporary relief, it ironically became even more difficult to raise capital after the IPO. In 2016, the company was on the verge of ceasing operations. I remember being on my last business trip to New York. After a full week of meeting investors with zero traction, I was ready to go home and call it a day. However, one investor still wanted to meet and invited me for dinner on a Friday evening. Despite my reluctance, as I really wanted to go home, I accepted the invitation. By the end of dinner, he asked whether it would be possible to invest in the company. That investment ultimately saved Argenx. Had I chosen to take an earlier flight home and thrown in the towel, Argenx would not exist today. He invested and took a 10% stake in the company at a share price of €10.79. His name is Tom Brakel and he still holds all his shares and became a long-term investor. Without meeting him that day, Argenx probably wouldn't exist.

This underscores how incredibly thin the line between success and failure is. And it is the reason humility is one of our core culture pillars. We remember where we came from. We know the value of every dollar/euro. That history keeps us grounded and humble.

Q: Many PhDs and postdocs will attend the BioBusiness Winter School. What should they understand about industry that isn't taught in academia? Which skills and mindset shifts are essential for them to thrive in industry?

A: An academic career path is extremely narrow, but it's also not an easy path, especially given today's funding environment and uncertainty. Maintaining long-term

strategy and financing in a lab is very difficult. In contrast, there are countless career paths and possibilities outside academia. And if you want to make a real impact, industry is where it happens. Many people joined Argenx from universities or hospitals because they wanted to be closer to the impact is created.

One critical mindset shift is realizing that industry is a team sport. Today, more than ever in this complex biotech ecosystem, success depends on collaboration and teamwork. That is not always something an academic environment prepares you for. So focus on developing your social and interpersonal skills, and on how to contribute most effectively within a complementary team.

Q: Do you have any final advice or thoughts for people looking for a career in industry or interested in starting their own company?

A: I often speak with young people who struggle to imagine what their career path could look like. My advice is to triangulate by the people you admire, want to be close to, and want to learn from. When I applied to work with Mark Vaeck, I told him he could give me any job he wanted. I even said I would clean the toilets if that is what it took, as long as I could be close to him and observe how he built a company, how he thought, and how he worked. So again, as mentioned in the beginning of the interview, my advice would be to move close to people you want to learn from and the rest will follow. services to other companies, individuals, medical doctors or governmental institutions. This can be e.g. pharmaceuticals, lab equipment, chemical substances, food products or consulting services.



Tim Van Hauwermeiren
Co-founder and CEO of Argenx

Understanding self-sabotage: why we are afraid of getting what we want

A breakdown of what happens when you want something but fear it at the same time

One of my favourite examples of self-sabotage is a story about Vincent van Gogh. Before he went on to be one of the most famous painters in history, he was a struggling artist, and an admirer of the successful artist Jules Breton. One day, van Gogh decided to walk 80 kilometres to Breton's hometown, to show him some of his drawings. When he arrived at the property, he got cold feet. He decided to turn around and leave, and Breton never knew he was there. ¹

This example gives a good breakdown of what happens when your inner saboteur takes over. When you feel a deep desire for something, you often feel very motivated in the beginning. From that energy you take a few careful steps in the right direction. As you get closer to your desire, your self-doubt tends to come up. The closer you get to what you want, the more you want to turn around and run away.

You have wanted a new job for a while and got invited to an interview for a new opportunity that seems promising. You get asked to be part of a project that feels exciting

or are given the opportunity to take more responsibility. Or perhaps you have been working on something interesting for a while and you get invited to speak about it in front of a group.

And then, just as you are about to get what you wanted, something inside you starts to panic. You want to pull the plug and just call the whole thing off.

And you probably have some good reasons for it. You feel that you are not quite ready for the new opportunity, because you need to do a course first or grow your confidence. You can't speak in front of a group, because there is probably someone else that is more of an expert on this topic than you are. Or maybe you feel like you don't really want that opportunity after all.

It is totally possible that you don't want it, deep down. This often happens when the desire for something comes not from yourself, but from expectations that are put on you by society or your loved ones. When your desire is not genuine, it will feel like a sense of dread,

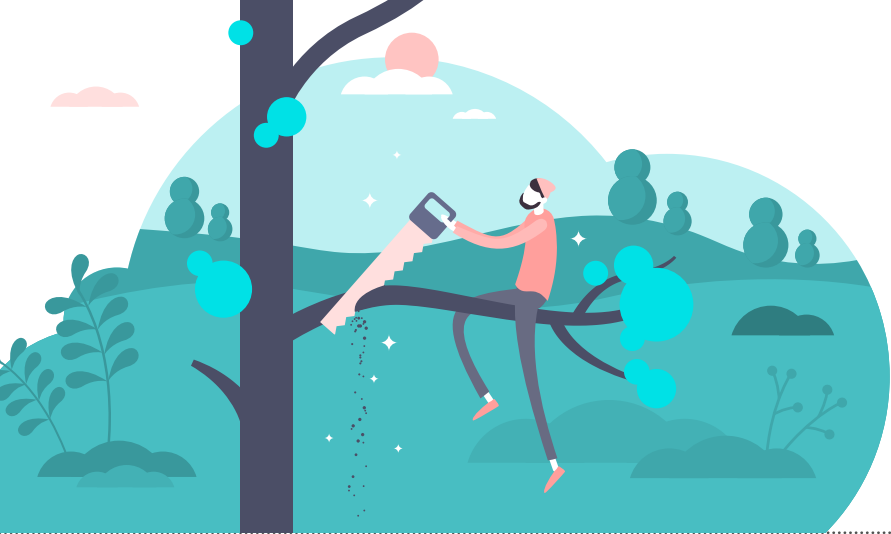


like something is off while you rationally feel that you should be happy about it.

But also, maybe, this is your self-sabotage kicking in. Because we often fear the things we want the most just as strongly as we desire them, our self-protection mechanisms tend to come up when we get what we want. We often sabotage ourselves in small and bigger ways, often without being consciously aware that we are doing it. We mistake our fear or discomfort for the feeling that something isn't quite right and then pull away from what might be great for us. Fear comes in different shapes and forms. You

may feel fear of disappointment or failure. When you have negative past experiences that you haven't fully processed, you often fear that they will repeat themselves.

Perhaps you worry that when you take on the next step you will be judged by people who feel like you aren't quite ready for that step. There is often a part of you that wonders if you deserve this big change, or if you are truly ready for it. It can be challenging to sink into the trust that it is the right time, that you deserve it and that you are allowed to enjoy it. Or it could just be the fact that it is something new, and therefore unfamiliar. Life changes, no



“Rather than running away or sabotaging what could be something great for you, give yourself some time to adjust.”

matter how much you have longed for them, are a step into unknown territory, and that can bring up a lot of fear. Rather than giving space to the discomfort and noticing what is going on beneath the surface, it feels safer and more comfortable to avoid these feelings altogether.

We are wired to want what is familiar and comfortable, even when we have outgrown it or want something different for ourselves.

Your nervous system is focused mostly on keeping you safe, not on letting you thrive and live a deeply meaningful life. So, it is totally normal to feel fear right when a big change comes along. You can feel excited about something and scared at the same time. In fact, to your nervous system fear and excitement feel very similar.

When your fear gets triggered, you are no longer connected to how you really feel about this change. Your thoughts become scattered, and as a reaction to the physical discomfort you feel, your mind starts to create stories. And you probably start believing them, because they tend to be very convincing.

What you need in such moments is to welcome in the part of you that feels afraid,

without letting guide your decision-making. To allow your fear to be felt in your body without getting overwhelmed. To give yourself safety while you acknowledge, express, feel and share the discomfort.

Rather than running away or sabotaging what could be something great for you, give yourself some time to adjust.

Acknowledge that change feels scary and incorporate some calming practices into your routine. Breathe into the discomfort. Allow it to be there without the need to act upon it. Self-sabotage is like having two parts of yourself in conflict with each other. One part wants to move towards your desires and feels excitement for what is to come. The other part is afraid and is trying to pull you away from those changes.

While it may seem tempting to ignore the part that is afraid, it will continue to sabotage you if you do. Rather, give space to the part of you that feels afraid. Give yourself the space to process this change that is about to happen in your life. Acknowledge this part, without letting it make the decisions in your life. Ask yourself what you need to feel a little calmer, a little steadier.

If you notice self-sabotaging patterns coming up, here are a few steps you can take.

1. Take a pause

Fear often makes you react impulsively, so the best thing you can do is pause. Take a few deep breaths and notice that you feel the tendency to retreat into your shell, escape the situation or call off your planned action. This may go against your natural tendencies, but it helps to give you some perspective on your situation before you act in ways you may later regret.

2. Acknowledge your fear

What are the feelings and sensations that come up in your body when you think about this change? Do you feel any contractions, tightness, different breathing patterns? See if you can gently bring you attention to the body parts you notice the most. You don't need to change how you feel, just notice and make space for it. What are the thoughts that come up? See if you can write down how you feel without judgment. What are you most afraid of? Where does that fear come from?

3. Bring in some calming practices

When your nervous system is triggered and

you feel afraid your thoughts and perspectives come from a place of fear. You tend to look at your situation through the lens of what could go wrong. When you calm your nervous system, your thoughts become calmer too, and that change your interpretation of the situation.

A calming practice can be a walk in nature, some gentle breathing exercises or talking to a trusted friend. Perhaps you enjoy calming music, a warm bath or some stretching. Give yourself as much time as you need.

4. Reconnect with your initial desire

There was a reason you wanted to take this step in the first place. Can you get back in touch with your longing? Now that you are calmer, does this step feel aligned with where you want your life to go? Now take a deep breath and keep going. Know that just because you feel afraid, that doesn't mean that you are not ready, or not worthy. Because you absolutely are. on previously filed patents, draft the patent application and submit it to the relevant authorities.

Turning Your Internship Into a Gateway for a Full-Time Position



Embarking on an internship is often the first step in a professional journey, offering a unique blend of learning and opportunity. For many, the ultimate goal is to convert this temporary position into a permanent role. Achieving this requires a blend of strategic planning, performance, and proactive networking. This guide offers a roadmap for interns eager to make this transition, drawing on key strategies to maximize the internship experience.

Strategic Internship Selection

The journey begins with selecting the right internship, a decision that should be as strategic as any career move. Opt for opportunities aligned with your long-term career goals, considering the company's culture, the potential for mentorship, and the scope for professional growth. The right internship offers not just work experience but a foot in the door of your desired industry.

Making a Memorable First Impression

First impressions are lasting. From the moment you step into your new role, how you present yourself—your punctuality, attire, attitude, and enthusiasm—sets the tone for your tenure. Be mindful of workplace norms and strive to embody the professionalism and dedication

expected of a full-time employee.

Excelling Beyond Assigned Tasks

While fulfilling your designated duties is expected, standing out requires going above and beyond. Seek out additional responsibilities, contribute to projects with measurable impacts, and always be on the lookout for ways to add value. This not only enhances your skill set but also demonstrates your commitment and potential as a future employee.

Leveraging Feedback for Growth

Feedback is a gift, offering insights into your performance and areas for improvement. Seek it actively and use it constructively to refine your skills and approach. No one expects you to immediately be perfect at the job, especially as an intern. Demonstrating a capacity for growth and a receptive attitude to feedback underscores your potential as a long-term asset to the team.

Demonstrating Initiative and Indispensability

Initiative is the hallmark of a valuable intern. Don't wait for opportunities to come to you; seek them out. Propose new ideas, volunteer for challenging assignments, and always be

prepared to step in where needed. By making yourself indispensable, you become a natural choice for a permanent role.

Effective Networking and Visibility

Building a robust professional network within the organization is crucial. Engage with colleagues across departments, participate in company events, and seek mentorship from seasoned professionals. Visibility goes beyond mere presence; it's about making meaningful contributions that get you noticed by decision-makers.

Clear Communication of Career Aspirations

As your internship progresses, articulate your desire to transition into a full-time role. Schedule discussions with your supervisor to express your interest and inquire about potential opportunities. Be prepared to highlight your contributions, the skills you've developed, and your eagerness to continue your professional journey with the company.

Maintaining Professional Relationships Post-Internship

Whether your internship leads directly to a job offer or not, maintain the professional relationships you've built. The network you cultivate can offer support, advice, and

opportunities well into the future. Regular check-ins, sharing of professional updates, and a genuine interest in your colleagues' endeavors keep these connections alive and fruitful. You never know when your internship might turn into a job after all.

Conclusion

Transitioning from an intern to a full-time employee is a multifaceted process that extends beyond mere task completion. It's about strategically positioning yourself as a committed, capable, and indispensable member of the team. By selecting the right internship, making a strong first impression, excelling in your tasks, and proactively engaging with your work environment, you set the stage for a seamless transition into a full-time role. Remember, the journey from intern to employee is not just about what you learn but how you apply it, not just about the connections you make but how you nurture them. With the right approach, your internship can indeed become the gateway to a rewarding career.

How to use your international experience to enhance your resume

By *Miranda Adriaanse*

Having international experience is a valuable asset that can significantly improve your job chances. Leveraging this experience effectively on your resume can make the difference in standing out from the crowd. In this article, we'll guide you through not only the intrinsic value of international experience but also how to strategically present it on your resume to maximize its impact on potential employers.



Understanding the Strategic Value of International Experience

Candidates with a global perspective gained from working or studying abroad hold a distinct advantage. Employers recognize that such candidates possess a heightened cultural competency, enabling them to navigate diverse work environments with ease. Demonstrating your ability to communicate effectively across cultures is a key selling point that employers highly value.

Living, working, or studying abroad goes beyond just adding a line to your resume; it signifies courage, adaptability, and a proactive approach to personal and professional growth. Beyond the personal development aspect, your international experiences contribute to the acquisition of valuable 'soft skills,' a term often used by employers to describe interpersonal and communication skills that are crucial in today's globalized workforce.

Strategically Highlighting Your International Experience on Your Resume

Now, let's delve into the specifics of how to strategically incorporate your foreign experiences into different sections of your resume:

1. Personal Profile:

- » If your international experiences have played a significant role in shaping your life, consider integrating them into your personal profile. For instance, mention if you lived abroad during your childhood due to your parents' work.
- » Highlight explicit international requirements if the job demands such experience. Tailor your personal profile to emphasize your expertise in international market strategies and multicultural communication.

Example:

Globally-minded marketer with a proven track record of two years in the United States. Adept

in crafting international market strategies and facilitating cross-cultural communication. Actively seeking a dynamic marketing role to leverage my international experience and innovative approach.

2. Work Experience:

- » Incorporate international work experiences under the work experience section, maintaining a reverse chronological order.
- » Clearly state the country along with the name of the organization. Detail your achievements and the impact of your work in a global context.

Example:

International Marketing Coordinator – Company X, New York, USA
January 2021 – December 2022
Developed and executed international marketing strategies, leading a team in cross-cultural marketing campaigns.

3. Education:

- » Include your studies abroad in the education section, specifying the program, institution, and period of study.
- » Emphasize the relevance of your international education to the position you're applying for.

Example:

Master in Business Administration, University of California, Los Angeles, USA
September 2018 – June 2020*
– Specialization in International Marketing with a thesis on consumer behavior in different cultures.

4. Skills:

Under the skills section, showcase the specific skills acquired during your time abroad that are relevant to the job you're seeking.

Example:

- » Cross-cultural communication



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- » Adaptability and resilience in diverse environments
- » Proficiency in [Software] gained during international work experience

5. Languages:

- » List all the languages you speak, indicating proficiency levels.
- » Be transparent and accurate about your language skills to set realistic expectations.

6. Volunteer Work:

- » If you've engaged in volunteer work abroad, highlight this experience in a dedicated section. Emphasize the skills developed and the positive impact created.

Example:

**Volunteer – Teach for America,
New Orleans, USA**

*June 2019 – August 2019**

Taught English to students in disadvantaged neighborhoods, developing innovative lesson plans emphasizing cultural diversity.

Conclusion:

Effectively showcasing your international experience on your resume requires a strategic approach. Tailor your resume to align with the specific job requirements, emphasizing the skills and competencies gained during your time abroad. Crafting a compelling resume not only communicates your professional achievements but also highlights the unique qualities that set you apart in today's global job market. Best of luck in crafting your impactful resume! Consider leveraging our proven resume templates for a flying start in your job application journey.

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Expect the unexpected: Experiences with building a life in the Netherlands



Mauricio Lange is a researcher who moved from Argentina to the Netherlands with his family for a job. As a EURAXESS Career Ambassador, he shares his experiences about coming to the Netherlands and living here. In this blog, he shares the lessons he learned when building a life here.

When I accepted a job offer in the Netherlands, I knew almost nothing about the country. In fact, at that point I was still calling it "Holland", like many foreigners do before they arrive. I was moving for work, with professional motivation and curiosity, but without any real understanding of what daily life here would feel like.

In the months before travelling, I tried to prepare. I read about the country (I got a copy of *The Low Sky: Understanding the Dutch*. I really recommend it. For sure you will reflect on the title once you live here and experience dutch weather. I tried to learn Dutch (and "try" is a very apt term when you are trying for the first time to say "negen"!)). I tried to understand how things worked. But that stage taught me an important lesson: preparing from abroad is useful, yet it has clear limits. Many things are difficult to understand until you are physically here.

A simple example is online shopping. Once you live in the Netherlands, using Bol.com feels obvious. It is one of those reference points that quickly becomes part of daily life. Before arriving, though, how would you know that? How would you know which supermarket matters, which payment method is standard, how healthcare registration works, or what "normal" looks like in the rhythm of Dutch life? The unknowns are often not dramatic. They are small, practical, everyday things. Yet those are exactly the things that define whether a place feels familiar or foreign.

That is why one of my strongest messages to internationals is this: expect the unexpected.

My very first impression of the Netherlands came during the taxi ride from the airport to the hotel. What struck me immediately was the neatness of everything. The roads, the buildings, the signage, the overall sense of order and flow. I noticed a quiet structure before I understood any of the systems behind it.

Later, I began to understand that this first impression reflected something deeper. The Netherlands, in my experience, is complex but easy. At first, it feels dense with rules,

procedures, registrations, appointments, and formal expectations. That complexity can be intimidating. But once you understand the logic, life starts to flow. The rules are there. The system is legible. The effort is concentrated at the beginning, and later the structure supports you.

Coming from Argentina, I was used to experience the reverse. Argentina, for a foreigner, can feel easy at first, because there is more flexibility, more improvisation, and fewer visible rules. But over time, that same apparent ease can become exhausting. Many things depend on unwritten codes, constant adaptation, and personal interpretation. In that sense, it is easy but complex.

For internationals building a career in the Netherlands, especially in demanding sectors like Life Sciences, this distinction matters. A new country brings much more than your new job environment. It brings a new way of doing things. Writing a strong CV and doing well in interviews remain important, and so does learning how to function in an environment where structure, predictability, and planning shape both work and life.

That process takes humility. It also takes patience. You prepare, you arrive, you observe, and then you slowly begin to understand what you could never have fully learned in advance. That is part of the journey. The unexpected is part of what relocation really is.

For me, one of the most valuable lessons of living in the Netherlands has been precisely this: understanding grows step by step. Openness, attention, and patience take you further than any checklist prepared before departure.

Listen to more experiences

Mauricio is part of the podcast series 'Navigating the Netherlands as an international'. In three episodes, he and other internationals explain their journeys. They share experiences and tips for other internationals about coming to the Netherlands, finding a job, finding a house or apartment and building a home. You can listen to all three episodes on Spotify.

Preparing Effectively for Your Performance Review



Performance reviews can be daunting for many employees, yet they offer a valuable opportunity to receive feedback on your work and discuss future goals with your employer. With proper preparation, you can turn this conversation into a productive and positive experience. Here's how to approach it.

Understanding the Performance Review

A performance review is a discussion with your supervisor about your job performance and future aspirations. It's a chance to reflect on achievements, identify improvement areas, and evaluate teamwork. This session also allows you to express your needs to enhance your work performance.

Typically held bi-annually, these reviews can also be prompted by immediate concerns or achievements outside the scheduled meetings, allowing for timely feedback and improvement.

Difference Between Performance and Appraisal Reviews

It's essential to distinguish between performance reviews, which focus on feedback without judgment, and appraisal

reviews, where evaluations and potentially salary adjustments occur. Performance reviews are more about open communication and mutual feedback.

Topics that could be addressed during the review

Identify key tasks or processes relevant to your role. Share successes and challenges, and specify where you need support, such as training or more efficient work strategies. Prepare a list of topics to ensure comprehensive discussion.

1. Self-Assessment

Evaluate your performance from a managerial perspective. Highlight your achievements and areas for improvement, demonstrating a willingness to learn and excel.

2. Collaboration Dynamics

Reflect on your working relationship with your supervisor, noting both strengths and areas for improvement. Aim for constructive feedback rather than venting frustrations, focusing on solutions to enhance collaboration. Express interest in mentorship opportunities, either by seeking a mentor within the organization or offering to mentor others, enhancing the learning culture within your team.

3. Career Aspirations

Consider your career goals and how they align with the company's objectives. Propose ways to take on more responsibility or suggest relevant training that could aid your development and benefit the organization. Emphasize your commitment to personal and professional growth, expressing openness to new challenges and learning opportunities. Discuss how your goals align with the company's strategic direction and how you can contribute to its overarching objectives. Propose a specific plan for your professional development, including skills you aim to acquire and how they relate to your career trajectory within the company.

4. Review Past Discussions

Revisit the goals and commitments made in previous reviews to assess progress and address any unmet objectives, discussing any barriers encountered. Establish a continuous feedback mechanism beyond the formal review, fostering ongoing communication about performance and development needs.

"A performance review is a discussion with your supervisor about your job performance and future aspirations."

How to conduct yourself during the review:

1. Effective Communication

Active listening and asking clarifying questions are crucial during the review. Note down questions and responses for future reference.

2. Anticipate Questions

Prepare for potential questions about your job satisfaction, role, teamwork, skillset improvement, and suggestions for departmental or company enhancements.

3. Handling Feedback

View feedback as constructive, not critical. If receiving criticism, seek clarity rather than defending immediately to understand your supervisor's perspective and align on expectations.

Incorporating insights from career development literature, consider these additional strategies to maximize the effectiveness of your performance review:

Conclusion:

By approaching your performance review with these strategies, you not only demonstrate your value and dedication to the role but also position yourself as a proactive, forward-thinking employee committed to continuous improvement and alignment with the company's goals.

Job crafting:

how to make your job fit you better

Perhaps you are unhappy in your job, or you want to make your job even more enjoyable. To help with this you could try to change your current job in such a way that you enjoy it more and it fits your abilities and values better. The idea behind 'job crafting' is that many jobs are actually quite flexible, meaning that their focus can be adjusted to fit the skills and preferences of the current job-holder. By subtly redesigning your job you shift the emphasis of the job towards tasks that you enjoy and are good at, and away from those where your performance is likely to be weaker or that you don't enjoy.



Before we go into more details about job crafting, it is important to realize that it is quite possible that there is no 100% perfect job for you and that you cannot change every aspect of your job to your complete satisfaction. Every job has its ups and downs but ideally your job has (way) more ups than down. Set goals and make sure that, within your recrafted job, you're fully meeting the objectives you've set yourself.

Benefits of job crafting

- » Giving you greater enjoyment from what you do at work.
- » Helping you approach your work with more energy and enthusiasm.
- » Encouraging personal development by improving your skills.
- » Better performance and results.
- » And of course perfecting the skill of job crafting can, in itself, lead to career enhancement opportunities.

It's up to you to take the initiative! An important element of successful job crafting is that it's up to you to take the initiative: you don't need to wait for your manager or supervisor to give you instructions or even approval.

You have to increase the control over your own professional life and get rid of any symptoms of what psychologists call "learned helplessness". This is the phenomenon whereby people have become so accustomed to the idea that no matter what they do, nothing will come of it. Practically any job can be crafted, at least to some extent, and you can start right now.

How to begin with job crafting?

Job crafting starts with you taking the time to evaluate your current position. What tasks do you do during a workday? What tasks take up most of your time; and are they the activities that you enjoy doing most? Only after you

have made this analysis you can think of how you can get more tasks that you like and less of what you dislike. This sounds quite obvious and easy, but the thing is, people are not used to thinking about these issues. They know, for example, that they enjoy working with people, but they don't know exactly what makes them tick, when they go home all cheerfully after a day's work and which patterns they can discover in that. The better insight you have, the better you can craft your job.

Ways to craft your job

There are four main ways to craft your job. In all cases it is important to keep in mind that successful job crafting is only possible when it leads to a win-win situation:

- » The first option is to add something to your job. For example, if you like working with people and having new contacts, you could ask to train new employees.
- » The second possibility is to exchange a task which you dislike and trading it with a task

colleagues dislike.

- » Another way for job crafting is to improve your skills. If you are better at something, you probably will enjoy it more. Examples are language skills and personal effectiveness.
- » And finally, the fourth option is to get rid of a task. If it is acceptable for your employer, decide not to spend any more time and energy on certain parts of your job or certain customers and colleagues you really dislike.

Tried the above and looking for a different job after all? Or want to learn more about the life science sector?

Then visit our career event:

www.bcfcareer.nl/career-events

Our vacancy website:

www.bcfcareer.nl/jobs

Or our website with more career articles:

www.bcfcareer.nl/articles

CheckMark

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We get to know you, beyond your CV

At CheckMark, you are more than your education and work experience. Those are

important, but they don't tell the full story. We want to understand what drives you. What kind of environment helps you perform at your best? What are your ambitions, and what do you want your next step to look like? Through personal conversations, we take the time to build a clear picture of who you are and what you're looking for. Based on that, we give honest and practical advice. No unrealistic promises just clear insights that help you make confident, well-informed career decisions.

30+ years of expertise in your field

With more than three decades of experience in recruitment within food, chemistry, and life sciences, we know the market inside out. We understand the roles you work in, the techniques you use, and the challenges you face. We also stay closely connected to

developments in the industry, so we know where the opportunities are and where they're going.

This expertise allows us to look beyond job titles and match you to positions where you can truly add value. Whether you work in the lab, in quality control, R&D, or production, we understand your world and speak your language.

We guide you at every step

Finding a new job is more than sending out applications. That's why we support you throughout the entire process.

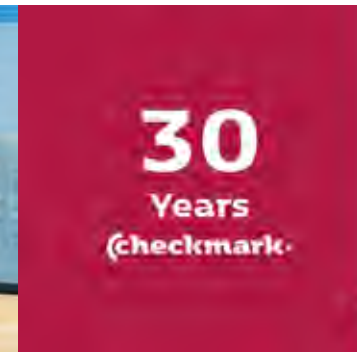
We help you present yourself clearly and effectively, starting with your CV. We prepare you for interviews with practical tips and tailored advice, so you can walk in with confidence. During the process, we

stay closely involved and maintain clear communication with both you and the employer.

We make sure expectations are aligned, provide feedback when it matters, and support you during negotiations when needed. This way, you can focus on making the right choice while we take care of the process.

Take the next step

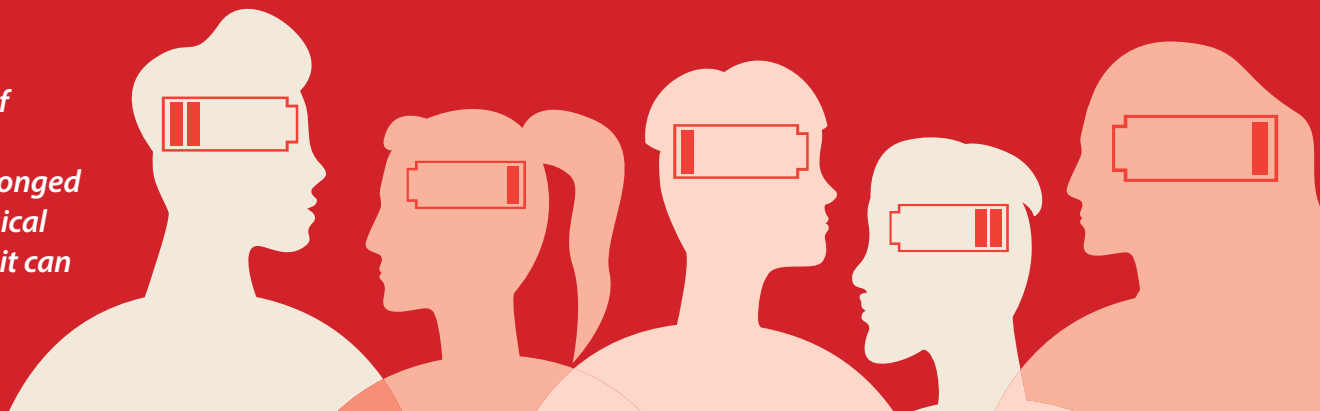
Whether you're actively looking for a new challenge or simply exploring your options, CheckMark is here to help you move forward. Together, we'll identify opportunities that match your ambitions and support you in taking the next step in your career. Don't settle for just any job, choose a position that truly fits you.



5 tips for applying for a(nother) job after a burnout

In 2020, 1.2 million Dutch employees experienced symptoms of burnout, according to research conducted by the independent research organization TNO. Burnout is the final stage of a prolonged period of stress and tension, resulting in both mental and physical symptoms. While burnout often relates to work-related stress, it can also arise from personal tensions or a combination of both.

By Miranda Adriaanse



After undergoing treatment, there may come a point where it becomes evident that reintegrating into your previous role is not a viable option. You may realize that the work environment is no longer suitable for you. In such cases, it's time to start looking for a new job. (If you are on sick leave, you should first discuss your job application with your contact person at UWV.) But how do you apply for a job after experiencing burnout? Where do you start? This blog will guide you through the process!

Know the reasons for your burnout

Warning: Burnout is a serious condition. Seeking help is crucial in such cases. Consult a general practitioner with your symptoms, and they will refer you to the appropriate professional for assistance. Before re-entering the job market, it's essential to understand why you experienced burnout. Likely, you've been under the care of a psychologist, gaining significant self-awareness. For a potential new job, it's important to identify the triggers that cause you stress and tension.

Consider factors such as:

- » Were the working hours excessive?
- » Were you underpaid?
- » Was the relationship with your supervisor poor?
- » Did you lack passion for your job?
- » Were there too many tasks for the allocated hours?
- » Was it challenging to find a balance between work and personal life?
- » Create a list of the reasons that led to your burnout.

Define criteria for your new job

Once you have clarity on the triggers and reasons for your burnout, create a list of criteria your new job should meet to prevent falling back into old patterns. If you discovered that a full-time job is too demanding, consider working fewer hours. Identify where your passion lies—perhaps it's in a different field altogether.

Ask yourself questions such as:

- » Do I prefer working independently or in a team?

- » Am I happy sitting behind a computer, or do I prefer hands-on work?
- » Do I thrive in a commercial organization, or do I prefer non-profit work?
- » Do I enjoy working with people, or not?

Also, think about what you can do in the future. Ensure that if you experience stress, discuss it with your supervisor early on. Your supervisor benefits more when you are in good mental health. If saying no is a challenge, consider working on this aspect with a life coach or psychologist. Set realistic goals for yourself, as the aim is to avoid a relapse once you have a new job.

Research jobs and organizations that suit you. With a list of triggers and criteria for your new job, explore job listings on websites and social media. What interests you? What brings you joy? Also, check what former employees say about their organizations.

Consult with your family and friends; they often have valuable insights into your strengths and qualities. They might suggest potential roles you haven't considered.

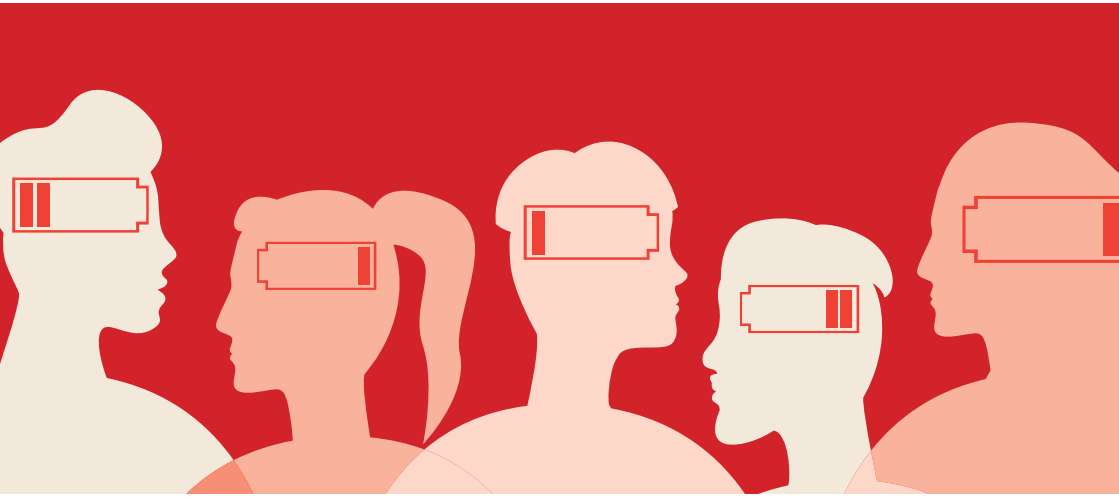
Start applying!

When you come across a suitable job vacancy, go ahead and apply. It's undoubtedly exciting but also a significant step in your development. Find tips on how to apply on the website.

Do you mention your burnout?

If you are nearing the end of your burnout recovery and adjustments are needed in a new workplace, it's essential to disclose your burnout to a new employer. For instance, if you can only work with a noise-canceling headphone, which may not be allowed on the department, it's helpful if your supervisor is aware. Or, if initially, you can only work half-days.

When fully recovered, you are not obligated to disclose your burnout during a job interview. However, consider what is wise. If you've emerged stronger from your burnout, it's beneficial to mention it, showcasing your resilience. You've learned a lot, know what you want, and can better set boundaries. Additionally, if your employer knows your



triggers, they can help by regularly discussing them.

Certainly, disclosing a burnout during a job interview is nerve-wracking. You might fear it could cost you the job. In that case, reflect on whether you would have wanted to work for an employer who rejects candidates due to a past burnout. An employer who shows such inflexibility likely won't be accommodating in case of any future absences. Ultimately, it's your decision whether to bring up your burnout during the job interview. Employers or recruiters are never allowed to inquire about illnesses or other medical details.

You got the job

Congratulations! Landing the job is fantastic news. Hopefully, you feel comfortable in your new position and can truly leave your burnout behind. However, it's crucial to remain vigilant about your triggers and promptly address stress and tension.

Best of luck with your job search!



Rise to the TOP in Life Sciences & Health

Become a member of TOPX and join our network of ambitious women in Life Sciences & Health! TOPX offers a unique and valuable platform for women in leadership, management, entrepreneurial or scientific roles or young women with leadership ambitions in Life Sciences. Our mission is to support and encourage women in their personal growth and career development and to empower them to reach the top of their own career as well as the top in the sector.



1. EXPAND

Expand and grow your network with valuable connections in Life Sciences & Health with TOPX Network, by getting free access to TOPX meetings and networking events and discounts on various conferences organized by Hyphen Projects. You also get a free subscription to our magazine BiotechNEWS & Life Sciences.



2. ENGAGE

Become a TOPX Full member and make use of the possibility to join a TOPX Inner Circle (TIC) and gain a valuable network of peers, forming circles of trust where you can encourage, support and inspire each other to propel your careers to new heights. You can also become active as a TIC lead, a moderator or co-organiser of a TOPX session or HUB meeting.



3. ELEVATE

TOPX Network wants to encourage our members to step up, speak up and stand out. As such we offer our members various opportunities to take the spotlight, by applying for speaking options at TOPX Events, and becoming a spotlight member via our newsletters and/or other publications.

"TOPX truly empowers women to step up and effectively address gender biases."

"At TOPX I truly feel the purpose of why I love my work each day. A great place to meet like-minded women!"

"Thanks for creating such an inspiring and motivating platform - it had a huge impact on me."

"Inspiring, nourishing, propelling - that's what I feel the TOPX Network is for me."



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Innovation for Health | 11 March 2027

Global Investor Forum | 10 March 2027

Which six skill areas are most in demand in Life Sciences?

A labour market study conducted by flanders.bio in 2019 identified six skill areas which are most in demand by employers. To address these shortages, the EU-funded Health and Life Sciences (HELIS) Academy consortium was founded to enhance industry-readiness of young professionals in the Life Sciences & Health cluster in Flanders and the Netherlands.

If you want to learn more about business development or a career in biobusiness, perhaps joining the BioBusiness Summer School is of interest to you. This is a one week course on the fundamentals of BioBusiness for PhD's, postdocs and young professionals. For more information on HELIS visit: www.helisacademy.com

This consortium project, supported by the European Union (Interreg Vlaanderen-Nederland), ran from 2019-2023. In this project ten Dutch and Flemish partners from academia and industry joined forces to close the gap between university and labour market in the below skill area's. Hyphen Projects, the company behind BCF Career, was one of these members.

The following skill areas were identified as most in demand by employers:

- » Good Manufacturing Practices
- » Evidence Based Testing in Healthcare
- » Data Analysis & Stewardship
- » Business Development
- » Medical Technology development
- » Product & Process Design

Other partners:

- » Biotech Training Facility
- » Dutch Techcenter for Life Sciences
- » flanders.bio
- » HealthHouse
- » ViVes
- » Maastricht University
- » TU Delft
- » TU Eindhoven
- » VIB

Are you looking for a job or want to learn more about the life science sector?

Then visit our career event: <https://bit.ly/BCFiCareerEvent>
Our vacancy website: <https://bit.ly/BCFiJobs>
Or our website with more career articles: <https://bit.ly/BCFiArticles>



Save the date: 10-11 March 2027 - Utrecht, Netherlands

On 10–11 March 2027, Innovation for Health and Global Investor Forum will bring together key players and leaders from the Health and Life Sciences ecosystem. From innovators and investors to policy makers, executives, scientists, and start-ups, the events connect the full sector in one place. Position your organisation at the centre of this ecosystem and gain visibility among the people driving innovation forward.

Join the next edition of Innovation for Health as sponsor or exhibitor and get exposure among the innovators and investors of the Life Sciences & Health industry.

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- » Exhibition
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"Year after year, Innovation for Health keeps pushing the boundaries of "What makes a good science conference?"; championing a wonderful blend of innovation, impact, and networking"

Attendee 2026

Enhance Your Biotech Career with GMP and Vaccine

Are you a jobseeker with a HBO or WO background eager to break into the biopharmaceutical industry?

The GMP & Vaccine Production Essentials – For Jobseekers training at the Biotech Training Facility in Leiden offers a unique opportunity to gain hands-on GMP experience in a real-life production environment. This fully subsidized course, supported by the Dutch Ministry of Health, Welfare and Sport, is designed for individuals looking for a job in health & life sciences sector.

Training Overview

This comprehensive program consists of:

Day 1: E-learning (4-5 hours)

Engage in self-paced modules covering essential topics such as:

- » Introduction to GMP
- » Quality Systems
- » Deviations and Out of Specifications (OOS)
- » Pharmaceutical Documentation
- » Change Control
- » Employee Training
- » Equipment, Facilities, and Production
- » Raw Data and Data Integrity
- » Contamination Control

Day 2: On-site Practical Training

- » Experience hands-on sessions in cleanrooms, focusing on:
 - » Cleanroom classifications and gowning procedures
 - » Upstream Processing (USP) techniques
 - » Downstream Processing (DSP) methods
 - » Cell culture and bioreactor operations
 - » Environmental monitoring
 - » Batch record practices for media preparation



This blend of theoretical knowledge and practical application equips participants with the skills necessary to embark on a career in the biotech industry.

Why Participate?

- » Real-World Experience: Train in state-of-the-art facilities equipped with cleanrooms and advanced utilities, simulating a true production environment.
- » Industry-Relevant Skills: Gain insights into GMP, cleanroom operations, and vaccine manufacturing processes, all highly sought after in the biopharmaceutical sector.
- » Career Advancement: Enhance your resume and increase your employability by acquiring practical experience that aligns with industry standards.
- » Fully Subsidised: Thanks to the support from the Dutch Ministry of Health, Welfare and Sport, this training is offered at no cost to eligible jobseekers.

Participant Feedback

The last GMP & Vaccine Production Essentials Training was rated by participants with a 9.1/10!

Previous attendees have praised the training for its comprehensive content and hands-on approach.

Upcoming Sessions

The upcoming sessions of this training are already fully booked. However, you can register for the waiting list to be informed when new sessions are scheduled. Please note that spaces are limited, and early registration is recommended.

About Biotech Training Facility

Located in Leiden, the Biotech Training Facility offers a range of training programs tailored to the needs of the biopharmaceutical industry. With a focus on practical, hands-on learning, the facility provides participants with the skills and knowledge required to succeed in the rapidly evolving biotech sector.

For more information or to register for future sessions, please visit the Biotech Training Facility website.

Application checklist

| Preparing the application | | |
|--|---|--------------------------|
| What to do? | How to do it? | Done? |
| I have evaluated my own strengths, interests and values | Talk to a coach at BCF Career Event NL or BE. | <input type="checkbox"/> |
| I have updated my LinkedIn profile | Have your LinkedIn profile checked at BCF Career Event NL or BE. | <input type="checkbox"/> |
| I have uploaded a professional headshot | Need a new one? Get one at BCF Career Event NL or BE | <input type="checkbox"/> |
| I have informed myself about the organisation or company I want to apply to | Read the company profiles in this guide and online: www.bcfcareer.nl/companies | <input type="checkbox"/> |
| I know what the job role is about and what tasks and responsibilities come with it | Read the job vacancy and website of the company carefully | <input type="checkbox"/> |
| I have talked to people who work in the field, so I have a realistic idea of the tasks and responsibilities involved | Contact people via LinkedIn or talk to professionals at BCF Career Event | <input type="checkbox"/> |
| I have customised my CV and motivation letter around the needs and qualification mentioned in the job description | Read the articles 'Hard skills on your resume: explanation, good examples and tips' and 'Mastering Your CV: 15 Unwritten Rules and 9 Common Pitfalls' on www.bcfcareer.nl | <input type="checkbox"/> |
| I have double-checked spelling, grammar, names and attachments of my application | Ask a friend or family member to check – four eyes see more than two! | <input type="checkbox"/> |
| I have sent the application! | | <input type="checkbox"/> |
| Preparing the job interview | | |
| I know who I will be talking to | Find the person on LinkedIn or company website | <input type="checkbox"/> |
| I have reviewed the job description, company and my own documents | Check out the company website | <input type="checkbox"/> |
| I know how to get to the interview, and have made sure I'll be on time | Check google maps or a public transport app | <input type="checkbox"/> |
| I have the right attire (better too formal than too informal) | Business formal is usually a good choice | <input type="checkbox"/> |
| I have practised my elevator pitch / short intro about myself | No inspiration? Ask Chat GPT to generate an elevator pitch for you based on your resume and the job ad | <input type="checkbox"/> |
| I have prepared some questions to ask | Prepare a couple of questions to ask | <input type="checkbox"/> |
| After the interview | | |
| I have sent an email to say thank you for the interview the next day | | <input type="checkbox"/> |
| I got the job! | | <input type="checkbox"/> |

Company profiles

The next pages will showcase the company profiles of interesting and different companies. Many of these companies are also present at BCF Career Event.

The following page will showcase the profile index where you can easily find which companies are active in your preferred sector and for whom they are looking.

Interested in discovering even more companies? On our [BCF Career website](#) we have over 110 company profiles ready for you.



| Companies | Life Sciences | Chemistry | Food | Pharma | MBO | BSc | MSC | PhD | Postdoc | Intern | Starter | Young | Professional | NL | BE | Lux |
|--|---------------|-----------|------|--------|-----|-----|-----|-----|---------|--------|---------|-------|--------------|----|----|-----|
| Akkodis Group | • | • | • | • | • | • | • | | | | • | • | • | • | | |
| Ardena | • | • | | | | | • | • | • | | | • | • | • | • | |
| Balans Selective BV | • | • | • | • | • | • | • | • | • | • | • | • | • | • | | |
| BCG European Medicines Agency | | | | • | | • | • | • | • | | • | • | • | • | | |
| Bilthoven Biological | • | | | | • | • | • | | | • | • | | • | • | | |
| BioBusiness Summer School | | | | | | | | | | | | | | | | |
| BMS Netherlands Operations b.v. | • | | | • | • | • | • | • | | • | • | • | • | • | | |
| CheckMark | • | • | • | • | • | • | • | • | • | • | • | • | • | | | |
| Chiesi | • | • | | • | | • | • | • | • | • | • | • | | • | • | |
| ChipSoft B.V. | • | | | • | | • | • | | | • | • | • | • | • | | |
| CLS Services | • | • | • | • | | • | • | • | • | | • | • | • | • | | |
| College ter Beoordeling van Geneesmiddelen | • | | | • | | | • | • | • | | | | • | • | | |
| CV-checks | | | | | | | | | | | | | | | | |
| ECCRT | • | | | | • | | • | • | | | • | • | | • | • | |
| Een wereld van verschil | | | | | | | | | | | | | | | | |
| Enza Zaden B.V. | • | | • | | • | • | • | • | | • | | | • | • | | |
| Eurofins Career | • | • | • | • | • | • | • | | | • | • | • | • | • | • | |
| F.INSTITUTE | | | | | | | | | | | | | | | | |
| Genmab B.V. | • | | | • | • | • | • | • | • | • | • | • | • | | | |
| Genome Diagnostics B.V. (GenDx) | • | | | | • | • | • | • | • | • | • | • | • | • | | |
| Hays BV | • | • | • | • | • | • | • | | | | • | • | • | • | | |
| Het Marketing Lab | | | | | | | | | | | | | | | | |
| Immunowars | | | | | | | | | | | | | | | | |
| IRTA | • | | • | | | | • | • | • | | • | • | • | | | |
| KeyGene | | | | | | | | | | • | | | | • | | |
| Leyden Laboratories | • | | | | | • | • | • | • | | | | • | • | | |
| LIFE Cooperative | • | • | | • | • | • | • | • | • | • | • | • | • | • | | |
| MRC Holland BV | • | | | | • | • | • | • | • | | • | • | • | • | | |
| MSD | • | • | | • | • | • | • | • | • | • | • | • | • | • | | |
| Nanomi BV | • | • | | • | • | • | • | • | | • | • | • | • | • | | |
| Nouryon | | • | | | • | • | • | | | • | • | • | • | • | | |
| NTT DATA Business Solutions B.V. | • | | • | • | | | | | | | | • | • | • | | |
| Nuffic (Euraxess) | | | | | | | | | | | | | | • | | |
| Research in Germany - DAAD | | | | | | | | • | • | | | | | | | |
| Rijk Zwaan | • | • | • | | | • | • | • | • | • | • | • | • | | | |
| Stichting Biotech Training Facility | • | | | • | • | • | • | • | • | | | | | | | |
| Stichting Leiden Bio Science Park | • | | | • | • | • | • | • | • | • | • | • | • | • | | |
| Stichting Utrecht Science Park | • | • | • | • | | | | | | | | | | | | |
| TOPX Network | | | | | | | | | | | | | | | | |
| Wageningen University and Research | • | • | • | | | • | | | | | • | • | | • | | |
| Wetsus | • | • | | | | • | • | • | | • | • | | | • | | |
| ZonMw | • | | | • | | • | • | • | • | | • | • | • | | | |

Hoe goed zit jij in je vel op je werk?

Als je weet waaraan je bijdraagt, als jij jouw ding kunt doen en daar waardering voor krijgt, dan krijg je niet alleen inkomen, maar ook energie van je werk.

Balans helpt professionals in het laboratorium en de procestechniek aan werk dat past bij hun kennis, hun waarden én hun leven. Geen snelle match, maar een doordachte stap richting een baan waarin je kunt groeien. Benieuwd wat wij voor jou kunnen betekenen?

Loop langs onze stand of doe de gratis Zit-je-op-je-plek-Check.

www.balans.nu



Information/contact

T: +31(0)888900800

E: info@balans.nu

W: www.balans.nu

Balans

Active in the sectors

- » Bio/Life Sciences
- » Chemistry
- » Food
- » Pharma

Type of organisation

Recruitment agency

Number of locations

4

General

Balans mediates both starting and experienced professionals in their new position in a dependable and decisive way. As a specialist in the laboratory and process-technology sectors, Balans is a long-term partner to various organisations in the Netherlands. Our clients are found within the chemicals, foodstuffs, (medical) technology and pharmaceutical industries.

Company activities

At Balans you'll find expert advisers with sharp instincts and an open-hearted approach. We are dedicated and transparent in our working methods and search very energetically for new challenges on your behalf.

We are driven by the heartfelt belief that realising dreams and ambitions, while developing talent, contributes to personal well-being and long-term success. We call this "making dreams work". As a recruitment specialist with nearly 30 years of experience, we make it our mission to ensure that professionals and organisations truly add value to each other — so that both can grow, thrive and find meaning in their work. That's what we believe is true added value.

We seek

Are you a professional in the chemicals, foodstuffs, pharmaceutical or process industries and looking for a new challenge? Then register with Balans 'Laboratorium' or 'Procestechniek' at www.balans.nu!

We're always looking for both starting and experienced candidates. At Balans you'll find jobs like lab technician, analyst, process operator, process engineer, quality-control assistant and technician. But there are also positions for managers, team leaders and senior analysts and engineers. Whether you've got your heart set on a management position or a job on the work floor, Balans will sit down with you to carefully consider your wishes and the various possibilities.

We offer

At www.balans.nu you will always find the latest vacancies for permanent and temporary positions, from junior to senior level. Follow us on LinkedIn, Facebook and Instagram. With our expertise, business contacts and innovative instruments, Balans will find the career challenge you're looking for. We will always provide you with meticulous information about the position and the organisation. All so you enjoy the best coaching during the application process.

Information/contact

C: Sandra van Rijn
E: sandra.vanrijn@bms.com
W: <https://careers.bms.com>

Information/contact

C: Jessica Khamis
T: +31(0)631020598
E: j.khamis@cbg-meb.nl
W: www.cbg-meb.nl

Bristol Myers Squibb

Active in the sectors

- » Bio/Life Sciences
- » Chemistry
- » Pharma

Type of organisation

Multinational

Number of employees

30,000

General

Bristol Myers Squibb is a global biopharmaceutical company whose mission is to discover, develop and deliver innovative medicines that help patients prevail over serious diseases.

At Bristol Myers Squibb, we believe in the power of science to address some of the most challenging diseases of our time. Our focus on these unmet needs comes during a remarkable time, when unprecedented scientific breakthroughs are advancing the treatment of disease as never before in human history.

We work every day to transform patients' lives through science.

Company activities

We are a global biopharmaceutical company focused on helping to address the unmet medical needs of patients with serious diseases.

We seek

We're looking for people who want to change lives. Bold, focused, innovative and passionate people who bring unique talents to the team's mission. We are committed to recruiting, developing, and retaining top talent so you can pursue innovative ideas and perform your best.

Join us as we transform patients' lives through science.

Every day, we drive transformative care. We're creative thinkers motivated by the practical application of our work. Innovators who step into uncharted territory.

Together we're building a better future for each other and the patients who need us most. And we're looking for the best team for the job.

We offer

Bristol Myers Squibb gives you the opportunity to learn and grow professionally alongside smart, creative and talented colleagues who are committed to helping patients battle serious diseases.

Doing amazing things with people you like and admire isn't something you can find just anywhere.

The work means everything, and so do the people you work with. Your future colleagues at Bristol Myers Squibb are impacting lives every day.

College ter Beoordeling van Geneesmiddelen

Active in the sectors

- » Bio/Life Sciences
- » Chemistry
- » Pharma

Type of organisation

SME

Number of employees

500

Number of locations

1

General

The MEB is the official Dutch authority responsible for assessing the efficacy and safety of medicines that apply for admission to the market. Our work involves medicines available in the Netherlands and - together with our European colleagues - medicines available across Europe, from traditional to entirely new medicines.

Company activities

The MEB is responsible for medicine marketing authorisations in accordance with the Medicines Act. We assess the balance between the efficacy and the adverse reactions and risks of medicines. We also examine whether the quality of the medicine is satisfactory and remains so. An opinion by the MEB may, for example, relate to new marketing authorisations for medicines, the amendment, suspension or withdrawal of these marketing authorisations, but also pharmacovigilance and patient information leaflets.

We frequently carry out our tasks on the basis of collaboration in the Netherlands and with other national authorities in Europe.

We seek

Specialists in regulatory affairs, pharmacists with in-depth knowledge regarding drug quality (think composition but also, for example, production processes) and clinical specialists who know from experience what a drug can cause in a patient's body.

We offer

A top class scientific work environment with the chance to be among the first to become familiar with innovative - and sometimes revolutionary - products and techniques in the field of medicine.

Chiesi Group

Active in the sectors

- » Pharma

Type of organisation

Multinational

Number of employees

6,500

General

Chiesi is an international company originated in Parma, with over 85 years of experience and a strong focus on research, development, production and commercialization of innovative therapeutic solutions in the Respiratory, Neonatology, Rare Diseases and Special Care Therapeutic Areas. We are value-oriented, passionate, supportive and a global family with more than 6.500 employees and 31 affiliates who have a real impact on people's lives in more than 100 nations.

Chiesi is a global pharmaceutical Group who has been awarded B Corp Certification, a recognition of high social and environmental standards. We want to use business as a force for good and create a positive impact on people, environment, and community.

Company activities

For Chiesi, Research and Development are a true human and technological asset and, together with innovation, the driver of company growth. Most of Chiesi's medicinal products originate from in-house research whilst others involve cooperation and partnerships with other pharmaceutical companies.

We are the top Italian pharmaceutical company for R&D investment and ranks 13th among the European pharmaceutical company (21,4% of the revenues last year).

The traditional therapeutic areas of the Chiesi Group are now complemented by new research areas and know-how in several sectors: rare diseases, biotechnology and transplantation.

Chiesi Group has three production plants:

- » Parma, Italy.
- » Blois-La Chaussée-Saint-Victor, France.
- » Santana de Parnaíba, Brazil.

We seek

We are looking for brilliant recent graduates and professionals to work in research and development, industrial operations, sales, marketing, finance and control, human resources, purchasing, legal affairs and information technology.

We offer

At Chiesi, people are at the center of everything we do. We:

- » Promote personal and professional development, leverage on diversity to stimulate creativity and innovation, foster a culture of collaboration and team spirit and promote well-being
- » Offer training programme to develop soft skills and managerial skills at all levels of seniority
- » Promote international mobility and internal job rotation

CLS Services

Active in the sectors

- » Bio/Life Sciences
- » Chemistry
- » Food
- » Pharma

Type of organisation

Recruitment office

General

Recruitment is about people. Our drive is to make people happy. Not only by having excellent employment conditions but also by trying to make the whole recruitment process a more fun and positive experience. Thanks to our own background and experience in the field of Chemistry & Life Sciences, we speak your language, we understand your needs and the challenges you face. But we also speak the language of our clients, what do they need in an employee to be successful? Only through really understanding both sides, we can help both people and organisations to achieve good and lasting results.

Since April 2026, CLS Services and MY Recruitment joined forces to strengthen market position in (inter)national recruitment, selection, and secondment within Life Sciences and more.

Company activities

CLS Services provides recruitment services for companies, multinationals as well as smaller and more specialised companies, who are active in the field of chemistry, pharmaceuticals, biotechnology, food and feed. We recruit, for example, scientists, product developers, technicians or quality assurers or any other type of job you may be looking for.

Through our extensive experience, we have

built expert knowledge in our field when it comes to recruitment & selection. We work as a team. We share ideas, knowledge and skills, in order to achieve excellent results.

We seek

At CLS Services we are eager to meet qualified professionals with a background in chemistry, biology, pharmacy, food or related disciplines. Do you have a polytechnic (BSc.) or university degree (MSc. or PhD.) in one of these areas with or without relevant working experience? And are you up for a new challenge? Then we are looking for you!

What we have to offer**Top level careers and the best match possible.**

CLS Services stands for quality, flexibility and professionalism. We offer the opportunity to get the best out of yourself and the organisation. We will prepare you as good as possible for upcoming interviews, which increases the chance of finding you a suitable position at one of our clients or in your own network. Additionally, together with our career coach, we can offer career coaching through individual support, but we also offer tools directed at stimulating effectiveness within a team.

Interested to know what we can do for you? Visit our website www.cls-services.nl for more information, current vacancies or send an open application.

Connect with us

Visit our website cls-services.nl for current vacancies and open applications. Stay connected and follow us on LinkedIn.

European Medicines Agency (EMA)

Active in the sectors

- » Bio/Life Sciences
- » Pharma
- » Medtech

Type of organisation

Other: Public institution (EU Agency)

Number of employees

1000

Number of locations

1 (Amsterdam)

General

The European Medicines Agency (EMA) is a decentralised agency of the European Union (EU). It is responsible for the scientific evaluation, supervision and safety monitoring of medicines.

Company activities

At EMA we foster scientific excellence in the evaluation and supervision of medicines. EMA protects public and animal health in EU Member States, as well as the countries of the European Economic Area, by ensuring that all medicines available on the EU market are safe, effective and of high quality. EMA serves a community of around 450 million people living in the EU, and has been operating since 1995.

We seek

We seek professionals with scientific background (medicine, pharmacy, biotechnology, etc) and knowledge and/or experience in scientific aspects of medicines development, clinical trials methodology, signal detection and pharmacoepidemiology. At EMA we value individuals who are committed, collaborative, and eager to work in a diverse, multicultural environment alongside more than

1,000 dedicated colleagues.

We offer

- » Meaningful work contributing to protecting the health of every individual and animal in Europe within multinational, multidisciplinary team.
- » Development opportunities (e.g. internal mobility, mentoring, peer coaching, career reflection programme, etc.)
- » Modern 'zero-waste' building in Amsterdam
- » Work-life balance (flexible working arrangements, hybrid working, generous annual leave plus official holidays)

GenDx

Active in the sectors

- » Bio/Life Sciences

Type of organisation

SME

Number of employees

120

We are GenDx, experts in transplant diagnostics.

General

GenDx is a science-driven company located at Utrecht Science Park in the Netherlands. We combine our renowned software and reagents for pre-transplant diagnostics through HLA typing, with post-transplant monitoring through chimerism testing and other molecular diagnostic assays. This is supported by dedicated customer support and educational programs. Our team is driven by the mission to improve the quality of life and survival chances of transplant patients. We do this not only by developing and providing high-quality diagnostic solutions, but also by sharing knowledge through customer support and educational initiatives that help advance the transplant field.

Since October 2022, GenDx has been part of the Eurobio Scientific Group, headquartered in Les Ulis, France. Eurobio Scientific drives innovation in infectious diseases, life sciences, transplantation, and oncology by developing and supporting a comprehensive portfolio of molecular diagnostic technologies, including both proprietary solutions and those of its partners.

We seek

GenDx places great value on an open and honest business culture and fosters an

environment where people are encouraged to grow and explore new ideas. Our team members are true team players who take initiative, have a strong sense of responsibility, and are eager to learn and develop.

We offer

Working at GenDx means being part of a close-knit team in an international and highly innovative environment. Do you have a background in Molecular Biology, Life Sciences, or Bioinformatics? At GenDx, career opportunities range from product development and in-house production to quality assurance, marketing, and sales.

Keep an eye on our website (GenDx.com/careers) for the latest vacancies, and be sure to visit our booth at the BCF Career Event on May 21, 2026. We look forward to meeting you there!

Information/contact

C: Roos Arya Visser
T: +31(0)302123123
E: recruitmentnl@genmab.com
W: www.genmab.com

Genmab**Active in the sectors**

- » Bio/Life Sciences
- » Pharma

Type of organisation

Multinational

Number of locations

4

Number of employees

2,700+

General

Genmab is an international biotechnology company with a core purpose to improve the lives of people with cancer. For more than 20 years, Genmab's vision to transform cancer treatment has driven its passionate, innovative and collaborative teams to invent next-generation antibody technology platforms and leverage translational research and data sciences, fueling multiple differentiated cancer treatments that make an impact on people's lives. To develop and deliver novel therapies to patients, Genmab has formed 20+ strategic partnerships with biotechnology and pharmaceutical companies. Genmab's proprietary pipeline includes bispecific T-cell engagers, next-generation immune checkpoint modulators, effector function enhanced antibodies and antibody-drug conjugates.

Genmab is headquartered in Copenhagen, Denmark with locations in the Netherlands, United States, Japan & China.

Our core values are:

- » Passion for innovation
- » Determination—being the best at what we do

- » Integrity—we do the right thing
- » We work as one team and respect each other

For more information, please visit Genmab.com and follow us on [Twitter.com/Genmab](https://twitter.com/Genmab).

Company activities

We are the creators of three marketed products* and have a broad clinical and pre-clinical product pipeline. Genmab's technology consists of validated and proprietary next-generation antibody platforms - DuoBody® for generation of bispecific antibodies; HexaBody®, which creates effector-function enhanced antibodies; HexElect®, which combines two co-dependently acting HexaBody molecules to introduce selectivity while maximizing therapeutic potency; and DuoHexaBody®, which enhances the potential potency of bispecific antibodies through hexamerization.

We seek

Employees are our most important resource, and we strive to attract and retain the most qualified people to fulfil our core purpose of improving patients' lives.

We seek individuals with strong theoretical and practical qualifications, and we aim to provide ongoing development of our employees.

We offer

We aspire to create a company environment which promotes both individual and team performance.

If you are interested in working for Genmab, please write or call our HR department. For an up-to-date overview of our current job positions, please go to www.genmab.com.



Let's transform tomorrow together

Learn more about Genmab and our vacancies on www.genmab.com

Visit our stand at the BCF Career event

Information/contact

C: Team Life Sciences
E: LifeSciencesNL@hays.com
W: www.hays.nl/vacatures/life-sciences-vacatures

Information/contact

C: Patrycja Szczawinska
T: +31 (0) 620177996
E: patrycja.szczawinska@nouryon.com
W: www.nouryon.com

Hays

Active in the sectors

- » Bio/Life Sciences
- » Food
- » Pharma

Type of organisation

Recruitment office

Number of employees

100

General

Powering the world of work - We are Hays
At Hays we believe the right person can transform a business. And the right job gives lots of energy and ensures that you go home with a smile every day.

We are a world leader in the recruitment of qualified professionals, for temporary and permanent recruitment or contracting in various sectors. Our main focus is to offer quality recruitment services to both our clients and our candidates.

Company activities

Passionate about people

As one of the largest recruitment organisations worldwide, we can help you, at every stage of your career. Throughout your application process we offer you our expertise, career advice and tips to achieve your potential. Every day we help thousands of job seekers and we can help you as well.

Recruitment is about people. With 12,100 people around the world we benefit society by helping people succeed and enabling organisations to thrive - creating opportunities and improving lives. In the Netherlands Hays provides support on multiple specialisms ranging from Accounting & Finance to Engineering, IT, Sales and Life Sciences.

We seek

The Hays Life Sciences team has hands on experience placing passionate people within leading biotech and pharmaceutical organizations of all sizes. We recruit for entry level positions up to senior management across the disciplines: Research & Development, Quality Control, Manufacturing, Pharmaceutical Engineering, Process Engineering, Quality Assurance, Regulatory Affairs and Sales & Marketing.

We offer

Our international team of recruiters with a background in Life Sciences is ready to personally guide you throughout the recruitment process and help you finding your next challenge. With our excellent knowledge of the Dutch labour market and strong client portfolio in pharma and biotech, we're convinced that we can help you with the next step in your career!

Interested to hear more about the vacancies which we have available? Check out the link below!

www.hays.nl/vacatures/life-sciences-vacatures

Nouryon

Active in the sectors

- » Chemistry

Type of organisation

Multinational

Number of employees

8,200

Number of locations

The organization operates 63 production facilities. There are 1,000 employees in the Netherlands, spread across 7 locations.

General

Our approximately 8,200 employees worldwide help to provide essential solutions that our customers use to manufacture everyday products such as personal care, cleaning, paints and coatings, agriculture and food, pharmaceuticals, and building products. We forge and foster long-term customer partnerships and operate in more than 80 countries around the world.

Company activities

Nouryon is a global leader in specialty chemicals, providing essential, sustainable solutions used in the manufacture of everyday products across multiple high growth industries.

Core Activities:

Developing and producing specialty chemical ingredients for:

- » Home & personal care
- » Agriculture & food
- » Paints & coatings
- » Polymers
- » Buildings & infrastructure
- » Natural resources (oil, gas, mining.)
- » Packaging & pulp & paper

- » Supporting entire polymer value chains, including polymer production, processing, modification, and recycling
- » Delivering sustainable chemistry solutions that improve product performance, quality, and environmental footprint for customers worldwide

We seek:

Talent with expertise in chemistry, engineering, manufacturing, supply chain, R&D, and commercial functions.

We offer:

- Strong commitment to safety, innovation, and sustainability, embedded in all operations.
- » A permanent contract.
- » Excellent pension scheme.
- » Good growth and training opportunities.



We foster a culture of strong collaboration to enable innovation and help advance science.

This changes everything.



Information/contact

c: Annelieke Weijers
E: students@msd.com
W: www.werkenbijmsd.nl | www.msd.nl

MSD Nederland

Active in the sectors

- » Bio/Life Sciences
- » Chemistry
- » Pharma

Type of organisation

Multinational

Number of employees

5,000 in the Netherlands, having 4 sites in Haarlem, de Bilt, Oss and Boxmeer

General

At MSD, we seek to discover and champion the latest, most promising advancements against the world's greatest health challenges. To accomplish this, we are willing to invest in solutions that take us in directions we've never explored before. And we are known for it, we have done great things in the past and we're doing great things for the future. MSD is one of the world's leading healthcare companies. Every day, we strive to make a difference in the lives of patients through innovative prescription medicines and vaccines, biological therapies and animal health products. Whether it's helping invent the next breakthrough treatment or simply challenging and supporting one another for mutual betterment, our culture is about applied curiosity. Do you want to work in a company where your work can have a real impact on people's life's? join us!

Company activities

- » High quality production and development of medicines and vaccines that contribute to the health for humans and animals
- » We develop, produce, package and distribute medicines and vaccines for humans and animals to 140 countries worldwide
- » A number of important MSD medicines

have been discovered and (partially) developed in the Netherlands, among which immunotherapy for the treatment of cancer

- » MSD is a pioneer in biological R&D for animal health, for example in the development of vaccines against upcoming animal diseases
- » MSD has set a goal of eliminating river blindness. Our donation program reaches a total of 100 million people annually in 35 countries. Through this, blindness is prevented for around 40,000 people every year.

We seek

MSD is successfully growing and is always looking for the best talent. We are dedicated to our employee's development and empower each of them to reach their full potential regardless of function, geography or experience level. Joining MSD is joining a company with professionals, committed to innovate every day, inspiring others through their unlimited passion for their work. We are looking for highly motivated individuals who have a passion for manufacturing, engineering, automation, technology, quality, operations, supply chain, human health or animal health. We would welcome all levels from MBO 4 Techniek to Master or even PhD's. We have a home for you in the Haarlem area, Oss, Boxmeer or de Bilt.

We offer

Do you enjoy working in an international environment with lots of room for personal development? Do you like to be challenged? MSD has excellent working conditions and offers you lots of opportunities to develop yourself on a personal and professional level, locally or internationally.



NTT Data Business Solutions

Active in the sectors

- » Life Sciences
- » Chemistry
- » Food & Agriculture
- » Pharma

Type of organisation

Multinational

General

As NTT DATA Business Solutions, we are more than just a company. We are a team of passionate people who drive innovation – from advisory and implementation to managed services and beyond. With SAP at our core and a powerful ecosystem of partners like Microsoft and ServiceNow, we continuously improve solutions and AI-driven technology to make them work for companies – and for their people. With operations in more than 30 countries and bringing together 18,500 experts representing over 90 nations, we have enabled thousands of companies to become more efficient and effective over the past three decades. In the Netherlands, we combine this global strength with a strong local presence. From our office in 's-Hertogenbosch, over 180 colleagues collaborate closely with clients, delivering both scale and personal attention. We are part of NTT DATA, a \$30+ billion business and technology services, AI and digital infrastructure leader, serving 75% of the Fortune Global 100. Together, we co-innovate solutions with clients and partners for business and societal impact.

Company activities

We turn SAP solutions into value – through innovation, insights, flexibility, and sustainability. From advisory and implementation to managed services, we support organizations in becoming

intelligent enterprises.

Our strong industry focus includes Life Sciences, Food & Agriculture, Higher Education, Manufacturing and Professional Services. By combining deep industry knowledge with technology expertise, we help our clients thrive in a rapidly changing world.

We seek

Traineeship: become a SAP Consultant » SAP Consultants » SAP Project Managers

We offer

Ready to kick-start your career in tech and consulting? At NTT DATA Business Solutions, you'll work on real projects that matter and learn from experienced professionals. As a consultant, project manager or trainee-consultant, you'll help clients across industries become smarter and more sustainable using SAP technology. You'll be part of a diverse and supportive environment where collaboration and innovation are part of everyday life. We're looking for curious minds with analytical thinking, strong communication skills, and the drive to improve processes. With us, you have endless opportunities to think big, act bold, and take ownership. Make this the place where you belong, learn, and build your network. Make this the place where you grow.

ZonMw

Active in the sectors

Gehandicapten en Chronisch Zieken, Life Science & Health, Goed Gebruik Geneesmiddelen, Passende Zorg, Doelmatigheid, Fundamenteel Onderzoek, Translationeel Onderzoek, Geestelijke Gezondheid, Gezondheidsbescherming, Jeugd, Kwaliteit van Zorg, Ouderen, Palliatieve Zorg, Preventie, Sport en Beweging

Type of organisation

Semi-overheid

Number of employees

650

Number of locations

1 in Den Haag (we werken hybride)

General

Met kennis werken aan een goede gezondheid voor iedereen. Daar staan we voor. Dat is wat ons verenigt, wat ons drijft. Elke dag weer. Wil jij met jouw werk het verschil maken? Bij ZonMw werk je aan vernieuwing in gezondheid, zorg en welzijn – van onderzoek tot praktijk. Dat doen we met kennis. Samen met artsen, onderzoekers, beleidsmakers en ervaringsdeskundigen zorgen we ervoor dat nieuwe ideeën uit onderzoek ook daadwerkelijk terechtkomen waar ze het meeste effect hebben. We verbinden mensen, stimuleren samenwerking en denken vooruit over een toekomst waarin iedereen de kans heeft om gezond te leven. Bij ZonMw krijg je de ruimte om te groeien, samen te werken aan maatschappelijke doelen en bij te dragen aan impactvolle veranderingen. Zo draag jij met jouw kennis, energie en nieuwsgierigheid bij aan een gezondere toekomst voor iedereen.

Company activities

ZonMw is de verbindende kracht achter vernieuwing en verbetering in gezondheid, zorg en welzijn. We financieren en ondersteunen onderzoeksprojecten, brengen mensen en ideeën samen en zorgen dat kennis in de praktijk wordt gebracht. Dat doen we samen met zorgprofessionals, onderzoekers, beleidsmakers en burgers. Ook signaleren we nieuwe thema's en innovatiekansen in de samenleving, zodat we binnen zorg en welzijn kunnen blijven vernieuwen. Onze kracht zit in samenwerking: wij zorgen dat kennis écht impact heeft, in de spreekkamer, de wijk én het beleid. Zo bouwen we stap voor stap aan transitie naar een toekomst waarin goede gezondheid en goede zorg voor iedereen bereikbaar zijn. Onze belangrijkste opdrachtgevers zijn het ministerie van Volksgezondheid, Welzijn en Sport (VWS) en Nederlandse Organisatie voor Wetenschappelijk Onderzoek (NWO). ZonMw kan ook opdrachten op verzoek van andere opdrachtgevers verrichten.

We seek

Wij zijn voornamelijk op zoek naar programmasecretarissen (startersfunctie) en programmamanagers. Kijk op werkenbijzonmw.nl voor de actuele vacatures.

We offer

Je kan bij ons rekenen op een brede functie met veel ruimte voor eigen inzichten en initiatief. En dat binnen een maatschappelijk zeer relevant werkveld. Onze organisatie kenmerkt zich door een open, collegiale en informele werksfeer. Wij denken niet in rangen en standen maar gaan uit van de competenties van de collega's en de ontwikkeling hiervan wordt gestimuleerd.

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